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AMS Systems and Processing Salaries Report

105 Cities
2,602 Companies
63,500 Employees

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1983

Map of AMS Chapters in United States and Canada

Administrative Management Society
2360 Maryland Road, Willow Grove, PA 19090
215-659-4300

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First Annual
Systems and Processing Salaries Report

Recruiting and Compensation Practices and Policies for Systems and Processing Employees in the United States and Canada

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Objectives:
To provide up-to-date information on various aspects of management through survey activities and to disseminate this data through appropriate society committees and members; and to make this information available to other professional organizations, managers and educators.

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INTRODUCTION

The AMS Management Information Committee is pleased to present the results of the first annual salary survey of systems and processing personnel.

The survey is made possible through the vast network of AMS chapters throughout the United States and Canada. Input has been provided by AMS member and non-member companies in the areas of local chapters. All major cities are represented.

This report covers 20 key positions, grouped in job families, ranging from data entry personnel to managers of computer operations and applications programming.

Annual base compensation in effect on September 17, 1982 is reported. Statistics include salary data for 63,500 systems and processing employees in 2,602 companies in 105 cities in North America.

Types of businesses represented in the survey are Manufacturing/Processing; Banking/Insurance/Financial; Retail/Wholesale Sales and Distribution; Utilities; Data Processing Service Bureaus; All Others (Government, Educational, Medical, Employment, etc.).

In addition to salary data, the report provides up-to-date information on personnel practices such as hours of work, unionization, overtime pay practices, recruiting and training and other data useful in determining fair and equitable compensation for systems and processing personnel.

We welcome your comments regarding the format of this survey, the positions included and other suggestions that will make this report a more useful management tool.

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1 Union Springs, Naples, Manchester, Newark, Geneva, Auburn, Canandaigua
2 Kitchener
3 Chesapeake, Norfolk, Virginia Beach
4 Newark, East Orange, Summit, Clifton, Elizabeth, Morristown, NJ
5 Fort Washington, King of Prussia, Norristown, Valley Forge, PA
6 Des Plains, Schaumburg, Deerfield, Oak Brook, Elmhurst
7 Davenport, IA, Moline, E. Moline, Rock Island, IL
8 Raleigh, Research Triangle Park, NC
9 Stamford, Old Greenwich, Wilton, Danbury, Darien, CT
10 Austin, Albert Lea, Rochester, St. Charles
11 Binghamton, Endicott, Vestal, NY

GUIDE TO USE OF SURVEY DATA

FOR YOUR INFORMATION

This survey was developed to provide AMS members and non-members with reliable salary and benefit information for systems and processing personnel. It presents annual base compensation for 20 carefully selected EDP positions that are found in most companies throughout the United States and Canada.

GEOGRAPHIC REGIONS

Salary data is included for most major cities and for seven geographic regions – Total United States; Eastern United States; East Central United States; West Central United States; Southern United States; Western United States; and Canada. As an additional service to users of the report, a breakdown of salaries by type of business for the United States and the five regions in the United States is included.

COROLLARY INFORMATION

The corollary data specifically identifies up-to-date personnel policies and practices. Information is given on hours of work, company size, EDP expenditures, recruiting policies, payment for overtime and methods of salary increases.

SALARY DATA

In addition to the average annual base compensation for each of the positions in the survey, the report gives the first quartile, the median and the third quartile, and the number of companies reporting and the number of employees reported.

EXPLANATION OF STATISTICS

The salary rates are explained as follows:

Average (Arithmetic Mean) – in computing the average (arithmetic mean) for each position, the total number of employees reported for each salary is multiplied by the salary. The results of each of these calculations are totaled and divided by the number of employees whose salaries are reported for the position.

Quartiles – A quartile is not an average – it is a measure of a position in a distribution. It is an actual salary at the particular quartile position. In certain distributions, there may not be a person's salary at the quartile dividing point, in which case interpolation and rounding are used to provide a whole dollar figure.

As contrasted to averages, quartiles are not affected by the high frequency of salaries at the extremes, either at the high or low end of a distribution. Because of this characteristic, quartiles present highly acceptable figures in salary surveys where position categories are subject to personal interpretation.

First Quartile – This is the actual annual salary paid the employee whose salary is more than one quarter and less than three quarters of all the employees reported for the position.

Median – Second Quartile – This is the actual annual salary of the middle employee in the distribution. Half of the employees reported earn more; the other half earn less. In a perfectly balanced distribution, the median salary will be the same figure as the average (arithmetic mean).

Generally speaking, when a substantial number of salaries are reported for a position and they have been placed in the correct classification (close conformance to position description), these two figures, the median and average, will be close.

Third Quartile – This is the actual annual salary paid the employee whose salary is more than three quarters of all the employees reported for the position.

The salaries at the First and Third Quartile show the limits of the middle 50% of employees reported. Some refer to the spread between these salaries as an "effective salary range" for the position because the salaries at the extremes are disregarded.

APPLYING THE INFORMATION

Salary surveys must be used with great caution. You are urged to review the content of each position description before making salary comparisons with the positions in your company. Do not be misled by position titles.

The position descriptions used in the questionnaire are basic. They were developed to enable respondents to include employees with similar duties. You should not expect the salaries in your company to be the same as the survey figures. Other factors should be considered when making comparisons of figures. These include personnel policies used to provide EDP personnel with equitable compensation.

POSITION TITLES & DESCRIPTIONS

COMPUTER OPERATIONS

A MANAGER - COMPUTER OPERATIONS – Responsible for ensuring the security and efficient and continuous functioning of the Computer Operations Center mainframe and peripheral equipment. Interface with users to coordinate activities and resolve problems. Review and evaluate the performance of equipment and staff. Recommend improvements as necessary. Maintain a state-of-the-art knowledge of hardware and peripheral equipment. Interface with vendors with regard to computer operating equipment. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

B SUPERVISOR - COMPUTER OPERATIONS – This is the first level of supervision. Responsible for directing Computer Operations and related functions in the efficient and economical production and testing of all computer jobs. Evaluate performance and service given to users. Maintain, review and adjust operating schedules as necessary. Investigate and resolve operating problems. Serve as a liaison with vendors. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

C LEAD COMPUTER OPERATOR – Responsible for assisting the Supervisor-Computer Operations in providing work leadership and technical guidance to Computer Operators to ensure a smooth and continuous flow of work and high quality of performance. This includes assisting in planning and balancing schedules; determining and resolving equipment input; operate and program problems within prescribed limits of authority; providing training to operators and operating equipment as necessary.

D COMPUTER OPERATOR - LEVEL A – Operate computer utilizing established programs or programs under development. Load computer and operate console. Troubleshoot program errors or equipment failures. May instruct or give limited directions to less experienced operators.

E COMPUTER OPERATOR - LEVEL B – Operate computer utilizing established programs or programs under development. Load computer and operate console in accordance with programmed instructions. Observe functioning of equipment. Detect and report nature of errors or equipment failure and make simple console adjustments. Maintain necessary operating records.

COMPUTER OPERATIONS SUPPORT STAFF

F TAPE LIBRARIAN – Responsible for maintaining a library of computer generated information (e.g., tapes, disks, etc.). File information according to established procedure. Maintain logs of tapes in use and ensure their return. Prepare tapes for selected computer operations. Maintain an inventory of all library information. Inspect files for damage and report as necessary.

G DATA QUALITY CONTROL CLERK – Responsible for receiving and reviewing all data processing input and output for completeness and accuracy to ensure user requirements are met. Interface with users as necessary and/or resolve and correct problems within the parameters of the position. Distribute reports according to instructions.

DATA ENTRY

H SUPERVISOR - DATA ENTRY – This is the first level of supervision. Responsible for supervising and organizing the work of employees operating data entry equipment. Review and evaluate section performance. Interface with users as needed. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

I LEAD DATA ENTRY OPERATOR – Responsible for assisting the Supervisor-Data Entry by providing work, leadership and technical guidance to Data Entry Operators to ensure a smooth and continuous flow of work and high quality of performance. Operate data entry equipment.

J DATA ENTRY OPERATOR - LEVEL A – Responsible for operating data entry equipment to record and/or verify, using the more complex formats, data from source documents. Correct errors. Follow a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

K DATA ENTRY OPERATOR - LEVEL B – Responsible for operating data entry equipment to record and/or verify data from source documents. Correct errors. Follow a generally standardized pattern of operations.

Position Titles & Descriptions (continued)

APPLICATIONS PROGRAMMING

L MANAGER - APPLICATIONS PROGRAMMING – Responsible for planning, organizing, directing and coordinating Applications Programming personnel involved in systems analyses, design, programming, modification and implementation of projects. Plan and monitor project assignments and schedules. Meet with users to identify project requirements, establish deadlines, communicate progress and resolve problems (e.g., programming, equipment). Analyze and ensure results meet user requirements. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

M PROJECT LEADER (LEAD PROGRAMMER/ANALYST) – Under general direction plan, control and monitor the analysis, design and/or modification of applications programs. Coordinate the testing and ensure the timely implementation of projects as assigned to the team. Ensure all necessary documentation is completed and department standards are adhered to. Interface with users and ensure their requirements are met. Provide training and assistance to Programmer/Analysts. Prepare project status reports and keep management informed of all pertinent developments within area of responsibility.

N SYSTEMS ANALYST (SENIOR PROGRAMMER/ANALYST) – Under general supervision participate in the analysis, program design, and other tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects assigned are of a more complex nature requiring extensive exposure, experience, and technical expertise. Interface with users to determine the need for, use of and informational requirements of the new system or system modification. Define the applications problem, determine system specifications and make recommendations. Prepare logic flow charts and documentation. Devise data verification methods and standard systems procedures. Train experienced Programmer/Analysts.

O PROGRAMMER/ANALYST – Under general supervision participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects are of an intermediate complexity level. Interface with users to determine the need for, use of and information requirement of the new system or system modification. Define the applications problems and determine system specifications and make recommendations. Prepare logic flow charts, codes and documentation. Devise data verification methods and standard system procedures.

P PROGRAMMER – Under general supervision, participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain information systems. Prepare all elements of program documentation, test data and organization of program testing schedules. Debug programs, design conversion procedures and operating procedures for operators of users of the program.

SOFTWARE SYSTEMS PROGRAMMING

Q MANAGER - SOFTWARE SYSTEMS PROGRAMMING – Responsible for planning, organizing, directing and coordinating personnel involved in the analysis, design, programming, modification and implementation of software systems. Plan and monitor project assignments and schedules. Analyze existing software systems, new software packages and make recommendations to senior management to improve operating efficiency and utilization. Establish standards and ensure their compliance. Interface with other members of the staff and provide technical guidance as necessary. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

R SENIOR SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in all activities involved in the design, coding, implementation, or modification of software systems. Projects assigned are of a more complex nature requiring extensive exposure, experience and technical expertise. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications. May recommend equipment changes. May provide guidance and/or training to less experienced Systems Programmers.

S SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in activities involved in the design, coding, implementation, or modification of software systems. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications.

DATABASE MANAGEMENT

T DATABASE ADMINISTRATOR – Under general direction this position is fully responsible for the definition, organization, efficient and economic use and protection of the company's databases. Develop, document and enforce standards for database use, control, modification and maintenance. Develop and maintain descriptions of data, resources, and users including a database dictionary. Interface with staff and users concerning database structures, systems integration, procedures, et cetera. Prepare required reports and keep management informed as to pertinent developments within area of responsibility.

Personnel Policies

In addition to the salary data reported, survey information is also given on current personnel practices for systems and processing employees.

WORK WEEK – UNITED STATES

In the United States, 56.4% of the *exempt* employees work 40 hours a week; 28.6% work less than 40 hours; 9.6% work more than 40 hours and 5.4% did not answer this question.

Sixty-three percent of the *non-exempt* employees in the United States work 40 hours; 34.4% work less than 40 hours; only 1.2% work over 40 hours; 1.4% did not reply.

The majority of the employees in the survey (66.8%) work on a fixed time schedule; 23% work a variable schedule with fixed hours; 7% work variable hours; 3.2% work other hours.

WORK WEEK – CANADA

In Canada, 76.9% of the *exempt* employees work less than 40 hours; 14.9% work 40 hours; 4.2% work over 40 hours; 4% did not answer this question.

The majority of *non-exempt* systems and processing employees in Canada (89.7%) work 37½ hours or less and 10.3% work 40 hours.

Most of the Canadian companies in the survey (71.4%) reported that their systems and processing employees work on a fixed time schedule; 22.4% work variable hours on a fixed schedule; 6.2% did not answer the question.

UNIONIZATION – UNITED STATES

In the United States, 94.5% of the respondents reported that their *exempt* systems and processing employees are not unionized; only 1.3% are unionized; 4.2% did not answer this question.

Ninety-two percent of the *non-exempt* employees are not unionized; 6.4% of the respondents indicated their employees are unionized and 1.6% did not reply.

UNIONIZATION – CANADA

In Canada, 92.5% of the respondents said they do not have a union for *exempt* employees and 6.8% reported that these employees are unionized; a few firms did not answer.

The Canadian respondents reported that 87% of their *non-exempt* employees are not unionized and 13% are unionized.

OVERTIME PRACTICES FOR EXEMPT PERSONNEL – UNITED STATES

Most respondents in the United States reported on overtime practices for *exempt* systems and processing employees. Forty percent said they give these employees compensatory time off for the overtime they work; 17.6% give *exempt* employees meal allowances when they work overtime; 14.9% pay premiums for shift work; 8.2% give transportation allowances; 4.9% pay premiums for Saturday; 4.8% pay Sunday premiums; 8.2% pay Saturday and Sunday premiums.

Seventeen percent of the U.S. firms indicated they have other overtime policies. Some respondents did not answer this question but many reported on more than one of these overtime policies.

OVERTIME PRACTICES FOR EXEMPT PERSONNEL – CANADA

In Canada, 51% of the companies reported that they give *exempt* employees compensatory time off for overtime they work; 24.4% of the firms give meal allowances for those *exempt* employees who work overtime; 8.2% of the companies give transportation allowances; 10.2% pay premiums for Saturday; 8.2% pay premiums for Sunday; 10.2% pay premiums for Saturday and Sunday.

Eighteen percent of the Canadian companies have other overtime policies and many firms reported on several overtime practices.

Compensation and Recruiting Practices

SALARY INCREASES – UNITED STATES

In the United States, 81.8% of the respondents give salary increases to *exempt* systems and processing employees on a merit basis; 25.2% give general increases; 6.2% give increases for longevity; 5.4% give cost-of-living increases; 4.1% give increases for equity; some firms use a combination of these policies for giving increases.

Eighty percent of the U.S. firms reported that they give salary increases to *non-exempt* systems and processing employees on a merit basis; 30.8% give general increases; 9% give increases for longevity; 7% give cost-of-living increases; some give increases on a combination of these methods.

SALARY INCREASES – CANADA

In Canada, 66.6% of the firms reporting give salary increases to *exempt* systems and processing employees on a merit basis; 48.2% give general increases; 8.8% give cost-of-living increases; 2.7% give increases for equity; 4% have a different policy on increases and some firms reported on combination of these methods.

Sixty-eight percent of the respondents in Canada give *non-exempt* systems and processing employees increases on a merit basis; 59% give general increases; 10.2% give cost-of-living increases; 4% give increases for longevity; 2.7% give increases for equity and some respondents give increases using a combination of these methods.

RECRUITING SOURCES FOR EXEMPT EMPLOYEES – UNITED STATES

When asked about recruiting practices for *exempt* systems and processing employees, 61.9% of the respondents in the United States indicated the most frequent method of recruiting is through newspaper ads; 45.5% of the reporting firms make use of personnel agencies for recruiting; 45.4% of respondents said they recruit in-house; 28.7% of the companies recruit through colleges and universities; 23.5% use vocational or technical schools; 10.4% use other sources. Some companies (22%) did not reply to this question and many reported several recruitment sources.

Respondents were asked if they give incentives to current employees when they recruit *exempt* systems and processing employees. The majority of the U.S. firms (82%) do not give incentives such as bonuses, cash awards or time off. Only a small percentage (18%) do give cash awards or use other incentives for recruiting.

When the U.S. firms were asked if they use aptitude or skills tests when hiring *exempt* systems and processing employees, 79.4% do not use such tests, 17.4% answered "yes" to this question and 3.2% did not reply.

RECRUITING SOURCES FOR EMEMPT EMPLOYEES – CANADA

In Canada, 49.6% of the respondents recruit *exempt* systems and processing employees through newspaper ads; 37.4% recruit in-house; 36% use personnel agencies; 29.9% recruit through colleges and universities; 21.7% use vocational or technical schools; a small percentage use other recruiting methods and about 30% of the respondents did not answer this question. Most firms reported several sources.

When Canadian firms reported on use of recruiting incentives for current employees who recommend *exempt* systems and processing employees, 87% of the respondents do not have such a policy; 13% said they give cash bonuses or use other methods to reward their employees.

When Canadian firms were asked about use of aptitude or skills tests for exempt systems and processing employees, the majority (72.8%) said "no"; 25.1% said "yes" and 2.1% did not answer.

Training and Development Programs

A group of questions in the survey dealt with types of training and development programs for *exempt* systems and processing employees.

TYPES OF TRAINING

Regarding types of training used for *exempt* systems and processing employees, 79.9% of the U.S. respondents indicated *exempt* employees receive on-the-job training; 65% of the companies reported that employees receive training through attendance at outside workshops or seminars; 25.7% said they use programmed instruction for training; 26.7% of the firms said the employees receive training at colleges or universities; 24.7% of the reporting firms said they have in-house classrooms for employee training; 20.5% reported they use videotape courses for training. Most firms reported on several methods for training and development.

In Canada, the majority (82.9%) of the respondents also indicated that on-the-job training was the most popular method of training *exempt* systems and processing employees; 60.5% of the companies said they use outside workshops or seminars for training; 45.5% said they use programmed instruction and videotape courses for training; 19.7% said employees receive training at colleges or universities; 17.6% have in-house classrooms for training and 4.7% use other training methods. Most of the participating companies reported on several training methods.

AUTOMATIC PROGRESSION – UNITED STATES

When asked if they use automatic progression for *exempt* systems and processing employees, 71.1% of the respondents said "no" and 28.9% said they do use this policy for some of their exempt systems and processing employees.

Asked if they use automatic progression for *non-exempt* systems and processing employees, 72% answered "no" and 28% said they have this policy for some of their EDP employees.

AUTOMATIC PROGRESSION – CANADA

In Canada 66.6% of the reporting companies said they do not use automatic progression for *exempt* systems and processing employees; 33.4% use it for some of their EDP employees.

When asked if they use this policy for non-exempt systems and processing employees, 70.7% said "no" and 29.3% use automatic progression for some non-exempt employees.

JOB ROTATION – UNITED STATES

When the firms in the U.S. were asked if they use job rotation or team assignments for *exempt* systems and processing employees, 59.8% said "no"; 31.2% said "yes"; 9% did not answer.

Asked if they use job rotation or team assignments for *non-exempt* systems and processing employees, the majority of the U.S. firms (64.6%) said "no"; 29% said "yes" and 6.4% did not reply.

JOB ROTATION – CANADA

In Canada, 57.1% of the respondents do not use job rotation or team assignments for *exempt* systems and processing personnel; 33.3% answered "yes" to this question; 9.6% did not respond.

Fifty-four percent of the Canadian respondents reported that they do not use job rotation or team assignments for *non-exempt* systems and processing employees; 41.5% do have this policy and 4.5% did not answer this question.

Supplementary Profile Information

Profile by Size of Company

(In million dollar sales)	Percent of Companies Reported: United States	Canada
Under $25	29.9%	37.4%
$25 – $99	22.1%	25.8%
$100 – $499	17.0%	8.7%
$500 – $999	5.2%	3.0%
$One billion and over	10.4%	4.7%
No Answer	15.4%	20.4%

Profile by Annual EDP Expenditures

(In million dollars)	Percent of Companies Reported: United States	Canada
Under $.25	33.7%	48.2%
$.25 – $.49	10.6%	10.8%
$.5 – $.99	8.4%	6.1%
$1 – $1.99	8.7%	6.8%
$2 – $4.99	7.8%	2.3%
$5 million & over	7.3%	6.8%
No answer	23.5%	19.0%

Highlights
Salary Data for United States and Canada

This report presents the findings of the first annual AMS survey on salaries of systems and processing employees. The survey covers 63,500 employees in 2,602 companies in 105 major cities throughout the United States and Canada.

Types of business represented in the survey are manufacturing/processing; banking/insurance/financial; retail/wholesale sales and distribution; utilities; data processing service bureaus; and all others – governmental, educational, medical and employment.

The survey reports annual base compensation in effect on September 17, 1982. It includes 20 key EDP positions in computer operations, data entry operations, applications programming and software systems programming.

The highest average base compensation reported for systems and processing employees in the United States is $36,100 for a Manager of Software Systems Programming, with a Manager of Applications Programming a close second, earning $36,000 per year. The next highest salary is $33,100 for the position of Manager, Computer Operations.

In Canada, the highest average salary reported is C$38,700 for a Manager, Software Systems Programming. The next highest salary was C$38,500 for a Manager of Applications Programming followed by the position of Project Leader (Lead Programmer Analyst) at C$37,100 a year.

The figures below indicate the average base compensation for each of the positions in the survey.

	United States	Canada
Computer Operations		
Manager - Computer Operations	$33,100	C$24,900
Supervisor - Computer Operations	$24,200	C$22,200
Lead Computer Operator	$18,700	C$21,300
Computer Operator - Level A	$16,400	C$18,400
Computer Operator - Level B	$14,100	C$16,300
Computer Operations Support Staff		
Tape Librarian	$13,900	C$16,300
Data Quality Control Clerk	$13,800	C$16,500
Data Entry Operations		
Supervisor - Data Entry	$18,600	C$20,100
Lead Data Entry Operator	$14,500	C$17,300
Data Entry Operator - Level A	$12,900	C$14,500
Data Entry Operator - Level B	$11,800	C$14,000

	United States	Canada
Applications Programming		
Manager, Applications Programming	$36,000	C$38,500
Project Leader (Lead Programmer/Analyst)	$32,100	C$37,100
Systems Analyst (Sr. Programmer/Analyst)	$27,800	C$32,500
Programmer/Analyst	$23,500	C$26,600
Programmer	$19,700	C$22,600
Software Systems Programming		
Manager-Software Systems Programming	$36,100	C$38,700
Senior Software Systems Programmer	$30,700	C$32,400
Software Systems Programmer	$25,300	C$24,600
Database Management		
Database Administrator	$32,700	C$37,300

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS).

TOTAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.1	24.2	18.7	16.4	14.1	13.9	13.8	18.6	14.5	12.9	11.8	36.0	32.1	27.8	23.5	19.7	36.1	30.7	25.3	32.7
FIRST QUARTILE	28.0	20.5	15.5	13.5	12.5	11.5	11.5	15.5	12.5	10.5	10.5	32.0	28.0	24.5	20.5	17.5	32.0	26.0	22.5	30.0
MEDIAN	32.0	23.5	18.5	15.5	13.5	13.5	13.5	17.5	14.5	12.5	11.5	36.0	32.0	28.0	23.5	19.5	34.0	30.0	24.5	32.0
THIRD QUARTILE	38.0	28.0	21.5	18.5	15.5	15.5	15.5	20.5	16.5	14.5	13.5	40.0	36.0	30.0	26.0	21.5	40.0	34.0	28.0	36.0
NO. COMPANIES	1361	1032	886	1183	1090	424	585	779	763	1309	973	811	700	973	1152	1081	470	497	424	349
NO. EMPLOYEES	1581	1836	2079	3773	3245	881	2070	1118	1813	7863	5812	1806	3144	5648	7328	6041	687	1403	1302	602

CANADA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	24.9	22.2	21.3	18.4	16.3	16.3	16.5	20.1	17.3	14.5	14.0	38.5	37.1	32.5	26.6	22.6	38.7	32.4	24.6	37.3
FIRST QUARTILE	18.5	16.5	18.5	17.5	14.5	15.5	15.5	16.5	15.5	12.5	12.5	36.0	34.0	28.0	24.5	20.5	36.0	32.0	23.5	32.0
MEDIAN	21.5	20.5	22.5	18.5	16.5	15.5	15.5	19.5	17.5	14.5	13.5	38.0	34.0	32.0	26.0	22.5	40.0	32.0	24.5	38.0
THIRD QUARTILE	32.0	28.0	23.5	20.5	17.5	18.5	17.5	22.5	18.5	16.5	15.5	42.0	40.0	36.0	28.0	24.5	42.0	34.0	26.0	44.0
NO. COMPANIES	61	48	31	60	63	11	23	32	40	82	62	26	20	46	50	51	15	19	19	11
NO. EMPLOYEES	151	98	60	119	125	21	41	49	73	415	185	48	58	175	324	148	19	52	55	11

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.4	23.7	18.9	17.1	14.1	13.9	13.3	18.5	14.3	13.2	11.9	36.0	32.8	27.8	23.3	19.4	36.3	29.9	24.3	32.8
FIRST QUARTILE	26.0	20.5	15.5	14.5	12.5	11.5	11.5	15.5	12.5	11.5	10.5	32.0	30.0	26.0	20.5	16.5	32.0	26.0	20.5	30.0
MEDIAN	32.0	23.5	18.5	16.5	13.5	13.5	13.5	17.5	13.5	12.5	11.5	34.0	32.0	28.0	22.5	18.5	36.0	30.0	23.5	32.0
THIRD QUARTILE	38.0	26.0	21.5	19.5	15.5	15.5	14.5	20.5	15.5	14.5	13.5	40.0	36.0	30.0	26.0	21.5	42.0	34.0	28.0	36.0
NO. COMPANIES	385	286	237	339	319	117	152	211	223	360	290	212	196	280	324	309	126	141	106	107
NO. EMPLOYEES	447	536	513	1134	895	198	546	300	534	1834	1977	678	878	1861	2019	1989	219	536	483	208

EAST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.5	24.1	19.2	16.5	14.5	14.0	14.1	19.3	15.0	14.0	12.0	35.8	31.6	28.0	23.1	19.9	36.1	30.7	25.0	-
FIRST QUARTILE	28.0	20.5	16.5	14.5	12.5	12.5	10.5	15.5	12.5	11.5	10.5	32.0	28.0	26.0	20.5	17.5	32.0	28.0	22.5	-
MEDIAN	32.0	24.5	19.5	16.5	14.5	13.5	12.5	18.5	14.5	13.5	11.5	36.0	32.0	28.0	23.5	20.5	36.0	30.0	24.5	-
THIRD QUARTILE	36.0	28.0	21.5	18.5	15.5	15.5	15.5	21.5	17.5	15.5	13.5	40.0	36.0	30.0	26.0	21.5	40.0	34.0	28.0	-
NO. COMPANIES	299	232	189	265	223	90	121	164	146	276	191	173	152	209	245	235	101	98	95	-
NO. EMPLOYEES	337	378	502	834	644	166	347	240	391	1378	929	366	685	1117	1567	1273	153	235	267	-

WEST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.5	23.2	17.8	15.4	13.8	12.8	12.7	18.3	14.1	12.3	11.0	34.5	29.7	26.6	22.3	19.2	33.5	29.4	24.6	31.8
FIRST QUARTILE	26.0	19.5	14.5	13.5	11.5	11.5	10.5	14.5	12.5	10.5	9.5	30.0	26.0	24.5	19.5	16.5	30.0	26.0	21.5	28.0
MEDIAN	32.0	22.5	17.5	15.5	13.5	12.5	12.5	16.5	13.5	11.5	10.5	34.0	30.0	26.0	22.5	19.5	34.0	30.0	24.5	32.0
THIRD QUARTILE	36.0	26.0	20.5	17.5	14.5	14.5	13.5	20.5	15.5	13.5	11.5	38.0	34.0	30.0	24.5	21.5	38.0	34.0	26.0	36.0
NO. COMPANIES	229	193	158	216	203	64	101	140	143	251	179	144	119	170	210	212	83	81	80	52
NO. EMPLOYEES	245	267	263	571	551	144	309	179	234	1013	968	228	424	782	1037	885	94	155	153	70

SOUTHERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	25.4	18.3	15.3	13.9	14.3	14.4	17.9	13.9	11.9	11.5	36.6	31.9	27.5	23.1	19.5	35.8	31.7	26.4	34.4
FIRST QUARTILE	28.0	19.5	15.5	12.5	11.5	11.5	11.5	14.5	11.5	10.5	9.5	32.0	28.0	23.5	20.5	16.5	30.0	28.0	23.5	28.0
MEDIAN	34.0	26.0	17.5	14.5	13.5	13.5	13.5	17.5	13.5	11.5	11.5	36.0	32.0	28.0	22.5	18.5	36.0	32.0	26.0	32.0
THIRD QUARTILE	40.0	30.0	20.5	16.5	15.5	15.5	15.5	20.5	15.5	13.5	13.5	40.0	34.0	30.0	26.0	21.5	42.0	36.0	30.0	40.0
NO. COMPANIES	230	196	161	208	186	88	115	149	134	219	148	170	130	180	202	179	97	101	83	67
NO. EMPLOYEES	287	433	454	728	609	197	505	206	375	1441	706	354	632	1053	1502	1218	112	248	239	103

WESTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	24.4	18.5	17.2	14.5	14.5	14.5	19.0	15.5	12.9	12.2	36.5	33.5	29.4	26.0	21.3	38.2	32.2	28.1	36.6
FIRST QUARTILE	26.0	20.5	16.5	14.5	12.5	12.5	12.5	16.5	13.5	11.5	10.5	32.0	30.0	26.0	23.5	18.5	34.0	28.0	24.5	30.0
MEDIAN	34.0	23.5	18.5	16.5	14.5	14.5	13.5	18.5	14.5	12.5	11.5	38.0	32.0	28.0	26.0	20.5	36.0	32.0	28.0	36.0
THIRD QUARTILE	40.0	28.0	20.5	19.5	16.5	15.5	15.5	20.5	17.5	13.5	13.5	42.0	36.0	32.0	30.0	23.5	44.0	36.0	32.0	42.0
NO. COMPANIES	218	127	141	155	159	65	96	115	117	203	165	112	103	134	171	146	63	76	60	47
NO. EMPLOYEES	265	222	347	506	546	176	363	193	279	1397	1232	180	525	835	1203	676	109	229	160	47

Summary Of Annual Salary Levels For Systems and Processing Positions in the United States

This table summarizes the salary levels for all of the participating companies in the United States. The data reflects the total number of employees reported by position titles at the various levels of annual base compensation.

An "A" has been placed to the left of the number of employees that fall in the salary level representing the average annual base compensation of all of the employees reported in that particular job category.

For easy reference, the shaded figures for each job category indicate the number of employees by consecutive salary levels which represent the range from the first quartile to the third quartile inclusively. (The middle 50%)

For example, by referring to the chart you can see that of the 1,581 Managers of Computer Operations reported, a total of 158 received an annual base salary between $33,001 to $35,000 and the average salary of $33,100 falls within this range. The shaded area covers the salaries between $27,001 and $39,000 which includes the first quartile rate of $28,000 and the third quartile rate of $38,000.

Looking at the position of Supervisor, Data Entry Operations you can determine that of a total of 1,118 employees reported, 82 received an annual base salary between $18,001 and $19,000 and the average salary of $18,600 falls within this range. The shaded area covers the salaries between $15,001 and $21,000 which includes the first quartile rate of $15,500 and the third quartile rate of $20,500.

This procedure can be applied to each position in the survey.

	A	B	C	D	E	F
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN
$ ANNUAL RATES						
UNDER- 8000	-	-	-	2	20	
8001- 9000	-	-	2	15	36	1
9001-10000	-	1	7	40	111	4
10001-11000	1	3	8	74	248	5
11001-12000	-	4	36	197	353	13
12001-13000	2	7	74	322	447	15
13001-14000	2	13	97	540	548 A	11
14001-15000	3	23	143	443 A	445	10
15001-16000	3	39	198	464	356	10
16001-17000	8	52	189 A	460	231	5
17001-18000	7	85	225	384	148	3
18001-19000	11	91 A	203	279	87	1
19001-20000	20	130	189	216	53	1
20001-21000	27	121	178	167	42	
21001-22000	22	131	170	90	21	
22001-23000	25	143	95	70	21	1
23001-24000	54	154	65	60	45	
24001-25000	45 A	128	51	21	18	
25001-27000	142	199	70	87	9	
27001-29000	148	151	53	37	6	
29001-31000	170	154	18	5	-	
31001-33000	160	84	4	-	-	
33001-35000 A	158	51	1	-	-	
35001-37000	126	29	2	-	-	
37001-39000	106	18	1	-	-	
39001-41000	71	10	-	-	-	
41001-43000	63	4	-	-	-	
43001-45000	49	4	-	-	-	
45001-47000	36	3	-	-	-	
47001-OVER	122	4	-	-	-	
TOTAL	1581		2079		3245	
		1836		3773		88

G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

NUMBER OF EMPLOYEES BY JOB RATES - 1982-83

TOTAL UNITED STATES

JOB CATEGORY														
G	H	I	J	K	L	M	N	O	P	Q	R	S	T	TOTAL
11	-	-	20	124	-	-	-	-	-	-	-	-	-	179
60	-	7	138	401	-	-	-	-	2	-	-	-	-	672
122	4	17	611	853	-	-	-	-	5	-	-	-	-	1817
238	7	136	1063	1136	-	-	-	-	7	-	-	-	-	2977
283	28	179	1228A	936	9	-	-	3	45	-	-	-	-	3433
285	38	242A	1257	708	-	-	2	4	64	-	-	-	1	3608
A302	65	294	974	651	3	1	1	13	97	-	-	3	1	3515
221	110 A	252	612	560	-	-	3	45	200	1	-	5	2	3168
172	101	196	367	207	-	1	2	54	388	1	4	8	2	2668
104	124	151	218	120	5	-	5	98	618	-	3	17	-	2459
66	117	163	173	20	2	3	25	224	718	3	3	19	8	2432
27 A	82	56	62	40	2	5	35	397	608	1	5	43	2	2055
43	111	47	93	25	5	12	41	594 A	574	1	15	60	7	2248
27	62	18	58	11	10	20	96	604	712	2	22	80	2	2263
22	56	19	40	9	6	25	153	659	556	4	20	68	3	2079
8	38	4	30	3	7	31	224	769	430	3	34	104	13	2063
13	33	13	51	2	13	50	382A	807	305	3	38	133	12	2236
9	23	2	59	3	9	116	462	684	203	7	81	125	11	2061
18	45	15	8	-	50	262	1128	1028	337	24	136 A	192	29	3780
12	32	-	1	-	99	386A	1122	641	113	27	168	185	43	3226
22	22	-	-	-	178	501	793	430	42	60 A	227	111	151	2888
3	11	1	-	-	278 A	476	530	223	8	103	199	77 A	102	2263
-	4	-	-	-	201	414	300	33	3	110	157	40	43	1515
-	2	-	-	1 A	149	333	210	12	1 A	67	126	18	37	1113
2	1	-	-	-	216	182	60	2	1	62	74	9	28	762
-	1	1	-	1	163	166	35	1	2	42	45	2	25	565
-	-	-	-	1	136	50	21	1	-	46	19	1	21	363
-	-	-	-	-	75	33	14	1	1	50	11	2	13	253
-	-	-	-	-	56	50	3	1	-	16	2	-	13	180
-	1	-	-	-	134	27	1	-	1	54	14	-	33	391
2070		1813		5812		3144		7328		687		1302		
	1118		7063		1806		5648		6041		1403		602	59232

A	MANAGER - COMPUTER OPERATIONS
B	SUPERVISOR - COMPUTER OPERATIONS
C	LEAD COMPUTER OPERATOR
D	COMPUTER OPERATOR - LEVEL A
E	COMPUTER OPERATOR - LEVEL B
F	TAPE LIBRARIAN
G	DATA QUALITY CONTROL CLERK
H	SUPERVISOR - DATA ENTRY
I	LEAD DATA ENTRY OPERATOR
J	DATA ENTRY OPERATOR - LEVEL A
K	DATA ENTRY OPERATOR - LEVEL B
L	MANAGER-APPLICATONS PROGRAMMING
M	PROJECT LEADER Lead Programmer/Analyst
N	SYSTEMS ANALYST (Sr. Programmer/Analyst)
O	PROGRAMMER/ANALYST
P	PROGRAMMER
Q	MANAGER - SOFTWARE SYSTEMS PROGRAMMING
R	SENIOR SOFTWARE SYSTEMS PROGRAMMER
S	SOFTWARE SYSTEMS PROGRAMMER
T	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Total U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.7	25.7	19.6	17.1	14.7	14.8	16.3	20.4	15.7	14.2	12.0	37.3	33.2	28.6	24.5	20.4	36.9	33.2	26.6	33.7
FIRST QUARTILE	28.0	21.5	16.5	14.5	12.5	12.5	12.5	16.5	13.5	11.5	10.5	32.0	30.0	26.0	21.5	17.5	32.0	28.0	23.5	28.0
MEDIAN	32.0	24.5	19.5	16.5	14.5	14.5	14.5	19.5	15.5	13.5	11.5	38.0	32.0	28.0	24.5	20.5	38.0	34.0	26.0	34.0
THIRD QUARTILE	38.0	30.0	22.5	19.5	16.5	16.5	17.5	23.5	17.5	15.5	13.5	42.0	36.0	32.0	28.0	22.5	42.0	36.0	30.0	40.0
NO. COMPANIES	498	355	276	416	356	99	151	203	232	455	297	247	189	326	402	362	128	140	116	103
NO. EMPLOYEES	545	524	502	981	741	145	415	231	379	1593	922	422	627	1250	1559	1210	152	356	311	135

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.1	23.0	18.1	15.6	13.6	12.8	12.5	18.4	13.9	12.3	11.1	36.2	32.3	27.3	22.7	18.9	35.6	29.0	23.8	34.7
FIRST QUARTILE	28.0	19.5	15.5	13.5	11.5	11.5	10.5	15.5	12.5	10.5	9.5	32.0	30.0	26.0	20.5	16.5	32.0	26.0	20.5	30.0
MEDIAN	32.0	22.5	17.5	15.5	13.5	12.5	11.5	17.5	13.5	12.5	10.5	36.0	32.0	28.0	22.5	18.5	34.0	30.0	23.5	34.0
THIRD QUARTILE	38.0	26.0	20.5	17.5	15.5	14.5	14.5	20.5	15.5	13.5	12.5	40.0	36.0	30.0	24.5	20.5	40.0	32.0	26.0	40.0
NO. COMPANIES	275	242	234	267	266	154	172	218	191	286	228	222	207	249	266	255	146	155	134	95
NO. EMPLOYEES	341	479	632	1026	1011	314	602	325	507	1645	1854	700	1144	2056	2642	2405	239	526	444	110

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.3	22.1	17.0	15.0	12.9	13.1	12.7	17.9	14.1	12.5	11.0	34.7	30.1	27.4	22.6	19.1	36.2	29.6	24.3	31.3
FIRST QUARTILE	24.5	17.5	14.5	12.5	11.5	11.5	10.5	14.5	12.5	10.5	9.5	30.0	26.0	24.5	20.5	16.5	32.0	28.0	20.5	24.5
MEDIAN	28.0	20.5	16.5	14.5	12.5	12.5	12.5	16.5	13.5	12.5	10.5	34.0	30.0	28.0	22.5	18.5	34.0	30.0	23.5	30.0
THIRD QUARTILE	36.0	26.0	19.5	17.5	14.5	14.5	13.5	20.5	15.5	13.5	11.5	40.0	34.0	30.0	24.5	20.5	42.0	32.0	28.0	36.0
NO. COMPANIES	132	79	83	112	117	21	44	90	87	145	107	67	60	68	91	88	40	34	26	22
NO. EMPLOYEES	138	94	128	237	215	30	113	97	118	488	375	86	128	154	276	272	43	50	42	25

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.0	28.5	23.8	20.0	17.0	19.0	16.4	23.4	17.0	15.1	13.2	40.2	33.5	29.5	25.2	21.7	39.4	33.1	27.9	33.8
FIRST QUARTILE	32.0	26.0	21.5	16.5	13.5	14.5	12.5	19.5	14.5	13.5	11.5	34.0	32.0	26.0	22.5	19.5	34.0	30.0	26.0	28.0
MEDIAN	38.0	30.0	23.5	19.5	16.5	17.5	16.5	22.5	16.5	15.5	13.5	42.0	34.0	28.0	24.5	21.5	40.0	34.0	28.0	32.0
THIRD QUARTILE	44.0	30.0	26.0	23.5	19.5	22.5	19.5	28.0	19.5	17.5	14.5	46.0	36.0	32.0	26.0	23.5	44.0	36.0	30.0	40.0
NO. COMPANIES	57	56	38	48	46	28	23	38	35	54	45	43	40	49	52	54	29	30	30	28
NO. EMPLOYEES	74	149	99	205	176	56	84	48	71	301	260	60	213	374	537	486	31	56	85	33

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.6	21.2	16.7	13.7	12.0	11.9	11.6	17.7	13.4	12.1	10.5	36.9	31.5	27.7	22.9	19.2	37.3	32.3	25.4	27.3
FIRST QUARTILE	26.0	18.5	14.5	12.5	10.5	9.5	9.5	15.5	12.5	10.5	9.5	32.0	30.0	24.5	20.5	16.5	32.0	30.0	21.5	22.5
MEDIAN	32.0	20.5	16.5	13.5	12.5	11.5	11.5	17.5	13.5	11.5	10.5	36.0	32.0	26.0	22.5	18.5	38.0	32.0	26.0	24.5
THIRD QUARTILE	34.0	22.5	17.5	14.5	13.5	13.5	12.5	19.5	14.5	13.5	11.5	42.0	34.0	30.0	24.5	21.5	40.0	34.0	28.0	28.0
NO. COMPANIES	36	31	31	33	36	15	28	28	24	32	23	30	22	30	32	36	9	13	12	4
NO. EMPLOYEES	40	66	86	150	133	22	127	46	89	237	167	52	82	144	173	188	17	44	48	4

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.6	23.2	18.3	16.5	14.3	14.0	13.7	17.4	14.4	12.4	12.3	34.1	31.0	27.6	23.6	20.0	35.4	30.3	25.5	31.5
FIRST QUARTILE	26.0	19.5	15.5	14.5	12.5	12.5	12.5	14.5	12.5	10.5	10.5	30.0	28.0	24.5	20.5	17.5	32.0	26.0	22.5	30.0
MEDIAN	32.0	23.5	18.5	16.5	13.5	13.5	13.5	16.5	14.5	11.5	12.5	32.0	30.0	28.0	23.5	19.5	34.0	30.0	24.5	30.0
THIRD QUARTILE	36.0	26.0	20.5	18.5	15.5	15.5	14.5	19.5	16.5	13.5	14.5	38.0	34.0	30.0	26.0	22.5	36.0	34.0	28.0	32.0
NO. COMPANIES	363	269	224	307	269	107	167	202	194	337	273	202	182	259	309	286	118	125	106	97
NO. EMPLOYEES	443	524	632	1174	969	314	729	371	649	2799	2234	486	950	1670	2141	1480	205	371	372	295

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Eastern U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.4	24.4	19.8	17.5	14.5	14.1	14.5	19.8	16.0	14.4	11.6	36.6	33.4	28.5	24.4	20.2	37.7	33.9	26.1	31.7
FIRST QUARTILE	26.0	20.5	15.5	14.5	12.5	12.5	12.5	16.5	12.5	11.5	9.5	32.0	30.0	26.0	21.5	17.5	32.0	30.0	23.5	28.0
MEDIAN	32.0	23.5	19.5	16.5	14.5	13.5	13.5	18.5	15.5	13.5	11.5	38.0	32.0	28.0	24.5	19.5	38.0	34.0	26.0	32.0
THIRD QUARTILE	36.0	28.0	22.5	19.5	15.5	15.5	16.5	23.5	17.5	15.5	12.5	42.0	36.0	32.0	26.0	22.5	44.0	36.0	30.0	36.0
NO. COMPANIES	184	129	96	170	133	38	62	78	104	169	118	86	75	126	153	134	45	57	34	39
NO. EMPLOYEES	197	192	153	423	246	54	117	91	160	664	361	129	204	405	500	393	56	165	103	44

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.2	23.2	18.1	16.0	13.8	13.3	12.7	18.9	14.1	12.2	10.9	36.3	33.3	27.4	22.5	18.6	35.7	27.6	23.2	37.8
FIRST QUARTILE	26.0	20.5	15.5	14.5	11.5	11.5	10.5	16.5	12.5	10.5	9.5	32.0	30.0	24.5	19.5	16.5	32.0	24.5	20.5	32.0
MEDIAN	30.0	22.5	18.5	15.5	13.5	12.5	11.5	18.5	13.5	12.5	10.5	34.0	34.0	28.0	22.5	17.5	34.0	28.0	22.5	36.0
THIRD QUARTILE	38.0	26.0	20.5	17.5	15.5	14.5	14.5	21.5	15.5	13.5	12.5	40.0	36.0	30.0	24.5	20.5	40.0	30.0	26.0	44.0
NO. COMPANIES	68	60	64	71	76	42	42	53	53	68	66	61	55	69	71	77	39	39	36	33
NO. EMPLOYEES	108	159	182	276	312	87	168	82	129	503	622	362	411	947	974	1082	106	273	229	38

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.5	20.6	17.2	14.2	12.8	12.8	11.5	16.1	14.2	11.9	10.6	36.3	30.7	26.7	22.4	19.0	35.5	29.3	22.3	28.9
FIRST QUARTILE	24.5	17.5	15.5	12.5	10.5	10.5	10.5	13.5	11.5	10.5	9.5	34.0	28.0	26.0	19.5	16.5	32.0	28.0	19.5	22.5
MEDIAN	28.0	19.5	17.5	13.5	12.5	10.5	11.5	15.5	13.5	12.5	10.5	36.0	30.0	26.0	21.5	18.5	36.0	28.0	20.5	23.5
THIRD QUARTILE	36.0	22.5	18.5	15.5	14.5	16.5	12.5	18.5	15.5	13.5	11.5	40.0	34.0	28.0	23.5	21.5	40.0	30.0	24.5	32.0
NO. COMPANIES	40	22	22	24	34	5	11	25	24	39	36	16	18	15	17	24	13	11	7	6
NO. EMPLOYEES	41	24	37	50	70	6	29	25	31	124	119	17	34	42	46	79	15	17	8	8

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.3	29.2	25.5	24.8	19.0	20.5	19.3	25.2	19.3	17.0	13.4	46.0	34.3	30.2	24.6	22.5	43.4	34.1	29.0	37.4
FIRST QUARTILE	32.0	26.0	23.5	22.5	15.5	19.5	17.5	23.5	18.5	14.5	11.5	38.0	32.0	28.0	22.5	20.5	40.0	32.0	26.0	26.0
MEDIAN	36.0	26.0	24.5	28.0	19.5	22.5	19.5	24.5	19.5	16.5	14.5	50.0	32.0	30.0	24.5	23.5	42.0	34.0	28.0	36.0
THIRD QUARTILE	44.0	34.0	28.0	28.0	20.5	22.5	20.5	26.0	19.5	19.5	15.5	50.0	36.0	32.0	26.0	23.5	50.0	34.0	32.0	50.0
NO. COMPANIES	13	12	6	9	9	4	3	7	6	11	9	8	7	10	9	10	7	9	7	6
NO. EMPLOYEES	13	14	27	46	45	9	10	9	8	55	41	12	63	93	127	81	7	19	17	6

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.4	26.5	17.6	14.0	12.3	13.3	12.0	17.1	13.8	12.6	9.7	34.0	26.5	27.9	21.3	18.8	-	32.0	-	-
FIRST QUARTILE	26.0	19.5	14.5	11.5	11.5	11.5	10.5	14.5	12.5	11.5	8.5	28.0	23.5	23.5	17.5	15.5	-	26.0	-	-
MEDIAN	30.0	22.5	15.5	13.5	12.5	11.5	11.5	15.5	13.5	12.5	9.5	30.0	26.0	24.5	19.5	16.5	-	32.0	-	-
THIRD QUARTILE	40.0	32.0	19.5	16.5	13.5	14.5	13.5	16.5	15.5	13.5	10.5	38.0	30.0	32.0	20.5	22.5	-	34.0	-	-
NO. COMPANIES	6	6	6	7	8	5	5	5	4	6	5	6	4	6	7	7	-	2	-	-
NO. EMPLOYEES	7	12	18	39	38	6	30	8	11	53	61	9	10	22	30	46	-	4	-	-

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.4	26.5	17.6	14.0	12.3	13.3	12.0	17.1	13.8	12.6	9.7	34.0	26.5	27.9	-	18.8	-	32.0	21.5	-
FIRST QUARTILE	26.0	19.5	14.5	11.5	11.5	11.5	10.5	14.5	12.5	11.5	8.5	28.0	23.5	23.5	-	15.5	-	26.0	20.5	-
MEDIAN	30.0	22.5	15.5	13.5	12.5	11.5	11.5	15.5	13.5	12.5	9.5	30.0	26.0	24.5	-	16.5	-	32.0	20.5	-
THIRD QUARTILE	40.0	32.0	19.5	16.5	13.5	14.5	13.5	16.5	15.5	13.5	10.5	38.0	30.0	32.0	-	22.5	-	34.0	22.5	-
NO. COMPANIES	74	57	45	58	59	23	29	43	32	67	56	35	37	54	-	57	-	23	20	-
NO. EMPLOYEES	7	12	18	39	38	6	30	8	11	53	61	9	10	22	-	46	-	4	2	-

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

East Central U.S. — Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.9	25.7	19.9	17.7	15.2	15.4	17.8	21.3	15.4	15.0	12.4	36.9	31.6	28.2	24.8	20.2	37.4	31.2	26.1	32.6
FIRST QUARTILE	30.0	23.5	17.5	15.5	12.5	13.5	12.5	17.5	13.5	11.5	10.5	32.0	28.0	26.0	21.5	17.5	34.0	28.0	23.5	26.0
MEDIAN	34.0	26.0	19.5	17.5	14.5	14.5	14.5	20.5	14.5	13.5	11.5	36.0	32.0	28.0	23.5	20.5	38.0	30.0	26.0	32.0
THIRD QUARTILE	38.0	30.0	22.5	20.5	16.5	17.5	18.5	26.0	16.5	17.5	14.5	40.0	36.0	30.0	26.0	21.5	42.0	34.0	28.0	40.0
NO. COMPANIES	120	96	73	109	84	30	37	53	52	116	68	72	54	89	98	91	38	35	36	30
NO. EMPLOYEES	126	134	133	250	189	44	80	62	83	418	235	145	214	382	449	371	45	83	80	30

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.4	23.1	18.3	15.6	13.5	12.7	12.6	17.9	13.8	13.1	11.4	35.5	32.1	26.4	22.2	19.1	35.9	31.2	24.4	33.6
FIRST QUARTILE	28.0	19.5	15.5	13.5	11.5	12.5	10.5	15.5	11.5	11.5	9.5	30.0	28.0	24.5	20.5	16.5	32.0	28.0	22.5	28.0
MEDIAN	30.0	22.5	17.5	15.5	13.5	12.5	11.5	17.5	13.5	12.5	11.5	36.0	32.0	26.0	22.5	19.5	36.0	32.0	24.5	34.0
THIRD QUARTILE	36.0	26.0	20.5	17.5	15.5	13.5	14.5	20.5	15.5	14.5	12.5	38.0	38.0	28.0	23.5	20.5	38.0	34.0	26.0	38.0
NO. COMPANIES	60	52	56	61	52	33	37	45	40	57	41	42	46	53	55	55	31	28	26	18
NO. EMPLOYEES	73	91	169	292	236	82	119	84	141	441	320	130	311	386	602	456	50	81	71	20

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.6	22.6	17.1	15.7	13.8	14.5	12.8	18.0	14.2	12.0	11.0	33.9	29.0	26.2	22.5	18.8	38.0	30.3	24.0	30.3
FIRST QUARTILE	26.0	19.5	15.5	13.5	12.5	13.5	11.5	15.5	12.5	10.5	9.5	30.0	26.0	23.5	20.5	16.5	32.0	28.0	22.5	26.0
MEDIAN	28.0	21.5	17.5	15.5	13.5	14.5	12.5	16.5	14.5	12.5	10.5	32.0	30.0	26.0	22.5	19.5	36.0	28.0	23.5	30.0
THIRD QUARTILE	32.0	26.0	18.5	17.5	15.5	15.5	13.5	20.5	14.5	12.5	11.5	36.0	30.0	28.0	24.5	20.5	44.0	34.0	26.0	36.0
NO. COMPANIES	29	19	11	21	20	4	8	19	10	25	18	15	11	14	22	17	7	7	7	5
NO. EMPLOYEES	33	26	21	46	30	6	18	20	15	100	63	20	23	32	68	75	7	10	19	5

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.7	27.3	24.8	20.1	17.3	16.6	14.4	23.5	16.8	15.7	13.4	41.6	34.3	29.7	24.9	21.7	37.8	34.4	28.8	38.4
FIRST QUARTILE	32.0	23.5	23.5	18.5	15.5	15.5	11.5	19.5	14.5	14.5	12.5	34.0	34.0	28.0	22.5	20.5	28.0	34.0	26.0	36.0
MEDIAN	36.0	28.0	24.5	19.5	17.5	16.5	12.5	20.5	15.5	16.5	13.5	44.0	34.0	30.0	24.5	21.5	38.0	34.0	28.0	38.0
THIRD QUARTILE	44.0	30.0	26.0	23.5	19.5	17.5	18.5	28.0	19.5	17.5	13.5	46.0	36.0	32.0	26.0	22.5	44.0	36.0	32.0	40.0
NO. COMPANIES	9	10	8	9	9	4	5	9	7	10	9	7	7	9	9	12	5	5	4	5
NO. EMPLOYEES	9	14	22	33	22	8	34	13	26	64	97	9	26	64	100	121	6	5	12	5

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.0	20.4	15.8	13.3	11.2	12.3	12.1	16.9	13.6	11.7	9.8	38.5	31.3	25.8	23.1	20.1	37.3	29.0	20.9	-
FIRST QUARTILE	21.5	17.5	13.5	11.5	9.5	9.5	10.5	16.5	13.5	10.5	9.5	36.0	28.0	23.5	20.5	18.5	32.0	24.5	18.5	-
MEDIAN	23.5	19.5	15.5	12.5	10.5	12.5	12.5	17.5	13.5	11.5	9.5	38.0	30.0	24.5	23.5	19.5	36.0	26.0	19.5	-
THIRD QUARTILE	34.0	24.5	16.5	14.5	12.5	12.5	13.5	17.5	14.5	12.5	10.5	42.0	32.0	30.0	24.5	21.5	38.0	32.0	21.5	-
NO. COMPANIES	6	4	7	5	6	4	4	3	5	5	3	5	3	3	4	5	2	2	3	-
NO. EMPLOYEES	7	7	21	15	18	4	17	5	10	37	10	12	16	15	18	27	8	8	10	-

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.0	20.4	15.8	13.3	11.2	12.3	12.1	16.9	13.6	11.7	9.8	38.5	31.3	25.8	23.1	20.1	37.3	29.0	20.9	-
FIRST QUARTILE	21.5	17.5	13.5	11.5	9.5	9.5	10.5	16.5	13.5	10.5	9.5	36.0	28.0	23.5	20.5	18.5	32.0	24.5	18.5	-
MEDIAN	23.5	19.5	15.5	12.5	10.5	12.5	12.5	17.5	13.5	11.5	9.5	38.0	30.0	24.5	23.5	19.5	36.0	26.0	19.5	-
THIRD QUARTILE	34.0	24.5	16.5	14.5	12.5	12.5	13.5	17.5	14.5	12.5	10.5	42.0	32.0	30.0	24.5	21.5	38.0	32.0	21.5	-
NO. COMPANIES	75	51	34	60	52	15	30	35	32	63	52	32	31	41	57	55	18	21	19	-
NO. EMPLOYEES	7	7	21	15	18	4	17	5	10	37	10	12	16	15	18	27	8	8	10	-

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

West Central U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.8	23.6	18.4	15.8	14.0	14.2	14.1	19.7	14.2	12.9	12.0	34.3	30.6	25.9	23.0	19.2	32.9	31.4	25.2	32.1
FIRST QUARTILE	28.0	20.5	14.5	14.5	12.5	11.5	12.5	14.5	13.5	11.5	10.5	32.0	28.0	24.5	20.5	17.5	28.0	28.0	23.5	28.0
MEDIAN	32.0	23.5	18.5	15.5	13.5	13.5	13.5	19.5	14.5	12.5	11.5	36.0	30.0	26.0	22.5	19.5	34.0	32.0	26.0	30.0
THIRD QUARTILE	36.0	26.0	20.5	17.5	15.5	14.5	14.5	23.5	14.5	14.5	13.5	40.0	32.0	28.0	24.5	21.5	38.0	34.0	28.0	36.0
NO. COMPANIES	69	56	42	58	58	11	15	26	32	77	42	34	25	44	63	62	22	20	22	12
NO. EMPLOYEES	74	65	54	128	115	14	25	27	48	238	102	50	80	163	203	134	24	33	44	12

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	23.4	18.2	15.6	13.8	12.3	12.3	19.4	14.1	12.1	10.7	35.8	30.2	27.4	22.3	19.4	33.8	28.8	23.8	30.9
FIRST QUARTILE	30.0	18.5	15.5	13.5	12.5	10.5	10.5	15.5	12.5	10.5	9.5	30.0	26.0	26.0	19.5	17.5	30.0	24.5	20.5	26.0
MEDIAN	34.0	22.5	17.5	14.5	13.5	12.5	11.5	18.5	13.5	11.5	10.5	34.0	30.0	28.0	22.5	20.5	34.0	28.0	23.5	30.0
THIRD QUARTILE	40.0	26.0	20.5	17.5	15.5	13.5	13.5	22.5	15.5	13.5	11.5	38.0	34.0	30.0	24.5	21.5	42.0	34.0	26.0	36.0
NO. COMPANIES	54	56	47	58	59	28	40	47	35	59	47	50	41	53	57	52	31	34	30	19
NO. EMPLOYEES	57	85	96	189	183	61	143	64	64	186	441	84	127	306	367	405	34	67	53	25

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.1	24.0	16.9	15.3	12.7	12.8	14.2	17.8	14.6	14.1	10.6	37.6	29.7	29.4	23.0	18.1	35.3	30.5	25.3	36.4
FIRST QUARTILE	23.5	17.5	13.5	13.5	11.5	10.5	12.5	13.5	12.5	12.5	9.5	28.0	24.5	28.0	20.5	16.5	34.0	26.0	21.5	32.0
MEDIAN	32.0	22.5	15.5	15.5	12.5	13.5	13.5	17.5	14.5	14.5	10.5	40.0	28.0	30.0	23.5	18.5	34.0	32.0	21.5	34.0
THIRD QUARTILE	36.0	30.0	19.5	17.5	14.5	15.5	16.5	19.5	15.5	16.5	11.5	46.0	36.0	32.0	26.0	19.5	40.0	34.0	28.0	42.0
NO. COMPANIES	19	15	17	23	23	5	5	11	16	23	20	8	13	9	19	17	5	5	4	4
NO. EMPLOYEES	20	20	21	47	45	7	30	12	18	87	65	14	38	38	75	41	6	9	6	5

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	25.0	22.7	16.1	16.5	14.1	14.8	26.1	16.3	15.3	14.3	38.0	32.8	27.3	24.2	21.6	36.0	31.2	25.9	29.7
FIRST QUARTILE	28.0	21.5	16.5	13.5	10.5	11.5	10.5	21.5	14.5	13.5	12.5	32.0	32.0	26.0	22.5	19.5	34.0	30.0	23.5	28.0
MEDIAN	34.0	22.5	18.5	16.5	16.5	14.5	12.5	28.0	14.5	15.5	13.5	38.0	34.0	26.0	23.5	22.5	34.0	32.0	26.0	30.0
THIRD QUARTILE	42.0	30.0	28.0	17.5	22.5	14.5	16.5	32.0	18.5	16.5	16.5	44.0	34.0	28.0	26.0	22.5	40.0	32.0	28.0	32.0
NO. COMPANIES	11	11	8	7	9	5	6	5	6	9	11	9	18	10	11	12	7	6	7	5
NO. EMPLOYEES	13	20	15	31	40	8	12	7	13	36	37	13	53	95	89	72	7	15	26	10

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.8	19.7	16.7	13.5	12.2	9.5	11.1	16.6	14.0	11.0	10.2	36.0	29.8	28.0	24.0	18.1	–	–	–	–
FIRST QUARTILE	26.0	17.5	15.5	12.5	11.5	8.5	9.5	13.5	12.5	9.5	9.5	30.0	26.0	26.0	21.5	15.5	–	–	–	–
MEDIAN	28.0	19.5	16.5	13.5	12.5	9.5	11.5	15.5	13.5	11.5	10.5	36.0	30.0	28.0	23.5	17.5	–	–	–	–
THIRD QUARTILE	32.0	21.5	17.5	14.5	13.5	10.5	12.5	17.5	15.5	11.5	10.5	38.0	32.0	30.0	26.0	20.5	–	–	–	–
NO. COMPANIES	8	7	6	7	7	1	6	6	4	8	4	6	3	8	6	8	–	–	–	–
NO. EMPLOYEES	8	14	15	23	19	3	19	8	13	44	7	8	9	26	12	23	–	–	–	–

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.8	19.7	16.7	13.5	12.2	9.5	11.1	16.6	14.0	11.0	10.2	36.0	29.8	28.0	24.0	18.1	–	–	–	–
FIRST QUARTILE	26.0	17.5	15.5	12.5	11.5	8.5	9.5	13.5	12.5	9.5	9.5	30.0	26.0	26.0	21.5	15.5	–	–	–	–
MEDIAN	28.0	19.5	16.5	13.5	12.5	9.5	11.5	15.5	13.5	11.5	10.5	36.0	30.0	28.0	23.5	17.5	–	–	–	–
THIRD QUARTILE	32.0	21.5	17.5	14.5	13.5	10.5	12.5	17.5	15.5	11.5	10.5	38.0	32.0	30.0	26.0	20.5	–	–	–	–
NO. COMPANIES	68	48	38	63	47	14	29	45	50	75	55	37	27	46	54	61	–	–	–	–
NO. EMPLOYEES	8	14	15	23	19	3	19	8	13	44	7	8	9	26	12	23	–	–	–	–

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Southern U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.3	29.2	20.0	16.3	15.6	15.5	17.7	20.4	16.4	14.1	13.0	42.0	38.2	31.4	25.7	21.5	37.5	35.5	28.2	36.6
FIRST QUARTILE	30.0	20.5	17.5	13.5	12.5	13.5	12.5	14.5	14.5	11.5	10.5	36.0	32.0	30.0	23.5	18.5	30.0	32.0	24.5	30.0
MEDIAN	38.0	30.0	19.5	15.5	14.5	15.5	15.5	17.5	16.5	13.5	11.5	44.0	38.0	30.0	26.0	22.5	36.0	38.0	30.0	34.0
THIRD QUARTILE	50.0	36.0	22.5	17.5	16.5	16.5	20.5	23.5	18.5	15.5	15.5	50.0	44.0	34.0	28.0	26.0	42.0	40.0	32.0	46.0
NO. COMPANIES	63	50	39	47	43	9	22	26	25	50	31	34	19	37	48	41	16	18	16	15
NO. EMPLOYEES	85	108	124	125	125	21	172	30	63	170	122	73	105	238	281	247	20	57	61	42

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.5	21.3	17.0	14.1	12.6	12.0	12.2	16.8	12.8	10.9	9.8	35.9	30.7	26.4	22.3	18.2	35.3	30.6	23.5	30.6
FIRST QUARTILE	30.0	18.5	15.5	12.5	11.5	10.5	10.5	14.5	11.5	9.5	8.5	32.0	28.0	23.5	19.5	16.5	32.0	28.0	21.5	23.5
MEDIAN	34.0	20.5	16.5	13.5	12.5	11.5	11.5	16.5	12.5	10.5	9.5	36.0	30.0	26.0	21.5	17.5	36.0	30.0	23.5	32.0
THIRD QUARTILE	38.0	23.5	18.5	15.5	13.5	13.5	14.5	19.5	13.5	11.5	10.5	40.0	34.0	30.0	24.5	19.5	40.0	34.0	26.0	36.0
NO. COMPANIES	53	46	37	46	43	32	32	41	34	53	39	44	35	42	43	40	26	32	26	12
NO. EMPLOYEES	57	94	114	169	152	53	122	51	111	255	189	86	151	234	416	321	29	52	55	14

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.5	22.2	17.5	14.4	13.4	-	12.3	17.6	13.4	11.3	11.3	34.0	30.6	26.9	21.8	19.3	37.6	28.9	27.3	32.5
FIRST QUARTILE	26.0	17.5	13.5	12.5	11.5	-	10.5	14.5	12.5	10.5	9.5	30.0	28.0	23.5	20.5	16.5	30.0	22.5	23.5	28.0
MEDIAN	32.0	19.5	15.5	14.5	13.5	-	11.5	15.5	12.5	11.5	10.5	34.0	30.0	26.0	20.5	17.5	40.0	30.0	24.5	30.0
THIRD QUARTILE	38.0	30.0	20.5	15.5	15.5	-	13.5	18.5	13.5	12.5	12.5	40.0	34.0	28.0	23.5	20.5	44.0	32.0	32.0	38.0
NO. COMPANIES	20	17	18	22	22	-	10	21	28	27	12	16	14	13	21	17	9	6	5	5
NO. EMPLOYEES	20	18	33	57	39	-	16	26	34	92	28	23	28	27	60	53	9	8	5	5

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.7	29.5	21.0	18.6	15.7	21.4	18.4	21.8	17.2	14.0	12.7	35.4	32.0	29.4	25.0	20.9	39.2	34.7	29.0	31.4
FIRST QUARTILE	36.0	28.0	19.5	16.5	13.5	13.5	16.5	17.5	15.5	12.5	10.5	32.0	30.0	26.0	23.5	18.5	36.0	32.0	26.0	28.0
MEDIAN	40.0	30.0	20.5	18.5	14.5	18.5	18.5	20.5	17.5	13.5	12.5	34.0	32.0	30.0	26.0	21.5	42.0	36.0	28.0	30.0
THIRD QUARTILE	42.0	30.0	22.5	20.5	17.5	30.0	19.5	28.0	19.5	15.5	13.5	42.0	34.0	32.0	28.0	22.5	42.0	38.0	32.0	32.0
NO. COMPANIES	14	13	8	14	10	9	5	9	9	12	8	12	8	13	13	12	5	5	7	7
NO. EMPLOYEES	29	88	22	63	38	24	15	11	17	83	55	17	46	58	130	167	5	6	18	7

DATA PROCESSING SERVICE BUREAU — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.4	18.6	15.5	13.8	11.7	11.5	10.9	20.2	12.8	12.7	11.2	36.7	32.5	27.8	22.7	18.9	37.3	32.7	26.9	31.0
FIRST QUARTILE	20.5	14.5	13.5	12.5	10.5	9.5	9.5	18.5	11.5	11.5	10.5	32.0	30.0	24.5	21.5	17.5	32.0	30.0	26.0	28.0
MEDIAN	32.0	17.5	14.5	12.5	11.5	10.5	10.5	19.5	12.5	12.5	11.5	36.0	32.0	26.0	22.5	18.5	34.0	32.0	28.0	28.0
THIRD QUARTILE	32.0	20.5	17.5	13.5	12.5	13.5	12.5	21.5	13.5	14.5	11.5	42.0	34.0	28.0	23.5	20.5	42.0	34.0	28.0	34.0
NO. COMPANIES	8	8	5	7	9	5	7	7	6	8	8	8	8	9	10	10	6	6	7	2
NO. EMPLOYEES	8	16	12	40	42	9	45	16	24	91	78	15	36	68	90	72	8	29	36	2

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.4	18.6	15.5	13.0	11.7	11.5	10.9	20.2	12.8	12.7	11.2	36.7	32.5	27.8	22.7	18.9	37.3	32.7	26.9	-
FIRST QUARTILE	20.5	14.5	13.5	12.5	10.5	9.5	9.5	18.5	11.5	11.5	10.5	32.0	30.0	24.5	21.5	17.5	32.0	30.0	26.0	-
MEDIAN	32.0	17.5	14.5	12.5	11.5	10.5	10.5	19.5	12.5	12.5	11.5	36.0	32.0	26.0	22.5	18.5	34.0	32.0	28.0	-
THIRD QUARTILE	32.0	20.5	17.5	13.5	12.5	13.5	12.5	21.5	13.5	14.5	11.5	42.0	34.0	28.0	23.5	20.5	42.0	34.0	28.0	-
NO. COMPANIES	72	60	54	72	59	28	39	45	40	69	50	56	46	66	67	59	35	34	22	-
NO. EMPLOYEES	8	16	12	40	42	9	45	16	24	91	78	15	36	68	90	72	8	29	36	-

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

Western U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.6	25.5	18.4	15.9	14.2	15.4	14.9	21.2	16.1	12.9	11.2	35.8	31.8	29.0	26.2	20.4	40.3	33.1	29.2	35.4
FIRST QUARTILE	28.0	22.5	16.5	14.5	12.5	12.5	13.5	18.5	15.5	11.5	9.5	30.0	26.0	26.0	23.5	17.5	36.0	24.5	24.5	28.0
MEDIAN	30.0	23.5	19.5	16.5	14.5	15.5	13.5	21.5	16.5	12.5	10.5	38.0	30.0	30.0	26.0	20.5	40.0	34.0	30.0	32.0
THIRD QUARTILE	36.0	30.0	20.5	16.5	15.5	16.5	16.5	26.0	17.5	14.5	12.5	42.0	36.0	32.0	28.0	23.5	46.0	40.0	32.0	50.0
NO. COMPANIES	62	24	28	32	38	11	15	20	19	43	38	21	16	30	40	34	7	10	8	7
NO. EMPLOYEES	63	25	38	55	66	12	21	21	25	103	102	25	24	62	126	65	7	18	23	7

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.7	24.6	18.9	16.5	14.3	13.5	13.2	18.9	15.5	12.9	12.5	38.5	33.2	29.9	25.0	20.8	37.3	31.2	27.6	38.7
FIRST QUARTILE	30.0	21.5	16.5	14.5	11.5	11.5	10.5	16.5	13.5	11.5	10.5	32.0	30.0	28.0	22.5	18.5	32.0	28.0	24.5	36.0
MEDIAN	34.0	26.0	18.5	15.5	14.5	12.5	12.5	17.5	14.5	12.5	11.5	40.0	32.0	30.0	26.0	20.5	36.0	30.0	26.0	40.0
THIRD QUARTILE	42.0	28.0	20.5	17.5	15.5	15.5	15.5	20.5	16.5	13.5	14.5	42.0	36.0	32.0	28.0	22.5	42.0	34.0	30.0	42.0
NO. COMPANIES	40	28	30	31	36	19	21	32	29	49	35	25	30	32	40	31	19	22	16	13
NO. EMPLOYEES	46	50	71	100	128	31	50	44	62	260	282	38	144	183	283	141	20	53	36	13

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.4	19.6	15.9	16.0	11.9	17.0	12.5	21.5	14.6	13.6	11.6	31.8	32.7	28.0	23.4	21.5	34.7	28.8	24.0	28.3
FIRST QUARTILE	23.5	18.5	13.5	12.5	9.5	13.5	9.5	17.5	12.5	10.5	10.5	30.0	34.0	26.0	21.5	16.5	32.0	26.0	18.5	22.5
MEDIAN	26.0	19.5	15.5	16.5	11.5	13.5	10.5	20.5	14.5	12.5	11.5	34.0	36.0	28.0	23.5	20.5	32.0	28.0	23.5	22.5
THIRD QUARTILE	34.0	26.5	18.5	19.5	13.5	20.5	13.5	22.5	15.5	15.5	11.5	34.0	36.0	30.0	26.0	23.5	38.0	32.0	26.0	34.0
NO. COMPANIES	24	6	15	22	18	2	10	14	17	31	21	12	4	9	12	13	6	5	3	2
NO. EMPLOYEES	24	6	16	37	31	2	20	14	20	85	100	12	5	15	27	24	6	6	4	2

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.2	27.5	24.9	19.6	16.0	16.8	18.2	21.4	15.9	14.1	12.2	43.1	35.3	31.3	27.7	23.1	48.3	32.4	-	36.1
FIRST QUARTILE	28.0	22.5	23.5	17.5	13.5	14.5	16.5	16.5	14.5	12.5	9.5	40.0	34.0	28.0	26.0	21.5	36.0	28.0	-	28.0
MEDIAN	42.0	26.0	24.5	19.5	15.5	16.5	18.5	20.5	16.5	14.5	11.5	44.0	36.0	32.0	28.0	22.5	36.0	36.0	-	40.0
THIRD QUARTILE	50.0	30.0	26.0	22.5	18.5	18.5	20.5	24.5	18.5	16.5	15.5	46.0	38.0	34.0	30.0	26.0	46.0	36.0	-	42.0
NO. COMPANIES	10	10	8	9	9	6	4	8	7	12	8	7	8	7	10	8	5	5	-	5
NO. EMPLOYEES	10	13	13	32	31	7	13	8	7	63	30	9	25	64	91	45	6	11	-	5

DATA PROCESSING SERVICE BUREAU

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6	21.4	17.5	14.4	12.8	-	12.4	15.4	13.5	11.1	11.5	39.0	34.2	32.0	25.2	21.2	-	42.0	-	-
FIRST QUARTILE	30.0	19.5	16.5	13.5	12.5	-	11.5	14.5	12.5	10.5	10.5	32.0	32.0	30.0	23.5	20.5	-	38.0	-	-
MEDIAN	32.0	20.5	17.5	14.5	12.5	-	12.5	14.5	13.5	10.5	11.5	38.0	36.0	32.0	24.5	21.5	-	38.0	-	-
THIRD QUARTILE	36.0	23.5	18.5	15.5	13.5	-	12.5	15.5	13.5	11.5	12.5	42.0	36.0	32.0	28.0	22.5	-	46.0	-	-
NO. COMPANIES	8	6	7	7	6	-	6	7	5	5	3	5	4	4	5	6	-	2	-	-
NO. EMPLOYEES	10	17	20	33	16	-	16	9	31	12	11	8	11	13	23	20	-	2	-	-

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6	21.4	17.5	14.4	12.8	-	12.4	15.4	13.5	11.1	11.5	39.0	34.2	32.0	25.2	21.2	-	42.0	-	-
FIRST QUARTILE	30.0	19.5	16.5	13.5	12.5	-	11.5	14.5	12.5	10.5	10.5	32.0	32.0	30.0	23.5	20.5	-	38.0	-	-
MEDIAN	32.0	20.5	17.5	14.5	12.5	-	12.5	14.5	13.5	10.5	11.5	38.0	36.0	32.0	24.5	21.5	-	38.0	-	-
THIRD QUARTILE	36.0	23.5	18.5	15.5	13.5	-	12.5	15.5	13.5	11.5	12.5	42.0	36.0	32.0	28.0	22.5	-	46.0	-	-
NO. COMPANIES	74	53	53	54	52	-	40	34	40	63	60	42	41	52	64	54	-	32	-	-
NO. EMPLOYEES	10	17	20	33	16	-	16	9	31	12	11	8	11	13	23	20	-	2	-	-

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

CANADA

BRANTFORD, ON

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.9	20.4	16.5	17.2	14.5	-	-	18.8	-	14.9	13.4	-	-	27.1	23.8	22.8	-	-	-	-
FIRST QUARTILE	30.0	15.5	12.5	17.5	13.5	-	-	13.5	-	14.5	12.5	-	-	21.5	21.5	19.5	-	-	-	-
MEDIAN	32.0	19.5	14.5	17.5	13.5	-	-	19.5	-	14.5	13.5	-	-	28.0	21.5	26.0	-	-	-	-
THIRD QUARTILE	34.0	20.5	20.5	18.5	16.5	-	-	23.5	-	15.5	14.5	-	-	30.0	26.0	26.0	-	-	-	-
NO. COMPANIES	10	4	6	7	5	-	-	3	-	7	6	-	-	6	3	3	-	-	-	-
NO. EMPLOYEES	10	4	8	9	5	-	-	3	-	17	8	-	-	9	4	5	-	-	-	-

CALGARY, AB

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.0	32.5	-	-	15.5	-	16.8	25.3	18.5	17.8	15.6	-	39.7	-	28.7	24.6	-	-	26.7	38.0
FIRST QUARTILE	40.0	30.0	-	-	13.5	-	16.5	24.5	16.5	16.5	15.5	-	38.0	-	28.0	23.5	-	-	26.0	32.0
MEDIAN	42.0	32.0	-	-	16.5	-	16.5	24.5	18.5	16.5	15.5	-	38.0	-	30.0	23.5	-	-	26.0	32.0
THIRD QUARTILE	44.0	34.0	-	-	16.5	-	17.5	26.0	19.5	19.5	16.5	-	42.0	-	30.0	26.0	-	-	28.0	44.0
NO. COMPANIES	4	4	-	-	2	-	2	2	3	6	3	-	3	-	3	5	-	-	2	2
NO. EMPLOYEES	4	4	-	-	3	-	3	2	4	18	8	-	7	-	9	14	-	-	3	2

EDMONTON, AB

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.7	27.9	25.6	18.6	15.9	-	16.5	20.9	-	16.6	16.3	-	47.5	41.2	30.5	22.1	-	-	24.5	-
FIRST QUARTILE	34.0	28.0	23.5	17.5	13.5	-	15.5	19.5	-	15.5	15.5	-	46.0	38.0	28.0	21.5	-	-	19.5	-
MEDIAN	38.0	28.0	24.5	17.5	16.5	-	15.5	21.5	-	16.5	15.5	-	50.0	40.0	30.0	22.5	-	-	26.0	-
THIRD QUARTILE	50.0	28.0	28.0	19.5	17.5	-	17.5	22.5	-	17.5	18.5	-	50.0	44.0	34.0	23.5	-	-	28.0	-
NO. COMPANIES	6	4	2	6	8	-	3	4	-	5	6	-	2	3	6	4	-	-	3	-
NO. EMPLOYEES	7	5	10	10	16	-	5	5	-	23	34	-	11	34	91	11	-	-	3	-

GRAND VALLEY, ON

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.3	26.0	22.1	17.6	15.9	15.3	14.9	24.6	15.6	14.0	12.3	38.0	33.5	29.1	24.2	20.6	37.2	32.6	24.4	34.4
FIRST QUARTILE	26.0	23.5	21.5	15.5	14.5	14.5	13.5	19.5	14.5	13.5	11.5	32.0	32.0	26.0	21.5	18.5	36.0	32.0	23.5	32.0
MEDIAN	30.0	26.0	23.5	17.5	16.5	15.5	14.5	20.5	14.5	14.5	12.5	38.0	34.0	28.0	24.5	19.5	36.0	32.0	24.5	32.0
THIRD QUARTILE	38.0	30.0	25.5	20.5	17.5	16.5	15.5	28.0	16.5	15.5	13.5	44.0	34.0	32.0	26.0	22.5	40.0	36.0	26.0	38.0
NO. COMPANIES	16	20	11	21	23	5	7	6	10	23	19	13	11	12	18	20	6	8	6	5
NO. EMPLOYEES	16	21	17	39	45	13	15	6	15	77	61	17	24	47	139	48	10	39	39	5

HAMILTON, ON

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	18.8	-	17.7	19.4	-	17.5	17.6	14.9	13.8	13.7	39.8	-	33.1	21.9	24.2	-	29.8	18.3	-
FIRST QUARTILE	-	15.5	-	15.5	14.5	-	15.5	15.5	12.5	11.5	11.5	36.0	-	28.0	20.5	22.5	-	26.8	14.5	-
MEDIAN	-	16.5	-	17.5	19.5	-	16.5	16.5	14.5	12.5	13.5	36.0	-	30.0	21.5	23.5	-	28.0	14.5	-
THIRD QUARTILE	-	18.5	-	19.5	23.5	-	19.5	19.5	15.5	14.5	15.5	42.0	-	40.0	24.5	26.0	-	30.0	26.0	-
NO. COMPANIES	-	8	-	9	9	-	4	5	7	17	11	2	-	6	8	8	-	4	3	-
NO. EMPLOYEES	-	49	-	15	16	-	5	20	7	179	32	2	-	10	13	19	-	4	3	-

MONTREAL, PQ

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	-	-	21.5	18.0	-	-	20.5	-	16.7	15.2	40.9	-	33.3	28.3	-	-	-	-	-
FIRST QUARTILE	-	-	-	17.5	14.5	-	-	15.5	-	15.5	14.5	40.0	-	32.0	28.0	-	-	-	-	-
MEDIAN	-	-	-	22.5	18.5	-	-	21.5	-	16.5	14.5	42.0	-	34.0	30.0	-	-	-	-	-
THIRD QUARTILE	-	-	-	22.5	19.5	-	-	24.5	-	18.5	18.5	44.0	-	34.0	38.0	-	-	-	-	-
NO. COMPANIES	-	-	-	2	2	-	-	3	-	4	4	2	-	2	2	-	-	-	-	-
NO. EMPLOYEES	-	-	-	4	4	-	-	3	-	6	7	7	-	12	11	-	-	-	-	-

TORONTO, ON

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.1	26.4	22.1	18.8	15.0	-	16.9	20.0	16.9	15.0	12.6	39.4	-	-	26.8	24.7	40.0	-	-	-
FIRST QUARTILE	30.0	23.5	20.5	18.5	13.5	-	15.5	14.5	16.5	14.5	11.5	38.0	-	-	24.5	21.5	38.0	-	-	-
MEDIAN	36.0	26.0	22.5	18.5	15.5	-	16.5	18.5	16.5	14.5	12.5	38.0	-	-	28.0	26.0	40.0	-	-	-
THIRD QUARTILE	38.0	28.0	23.5	19.5	16.5	-	17.5	23.5	17.5	15.5	13.5	42.0	-	-	28.0	26.0	42.0	-	-	-
NO. COMPANIES	5	4	2	4	6	-	2	3	4	4	3	4	-	-	6	5	3	-	-	-
NO. EMPLOYEES	5	8	7	18	18	-	5	4	18	24	8	16	-	-	51	31	3	-	-	-

VANCOUVER, BC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	-	-	23.0	20.9	-	-	-	20.0	17.1	15.6	-	-	35.3	-	-	-	-	-	-
FIRST QUARTILE	-	-	-	20.5	20.5	-	-	-	18.5	16.5	13.5	-	-	32.0	-	-	-	-	-	-
MEDIAN	-	-	-	22.5	22.5	-	-	-	19.5	17.5	15.5	-	-	36.0	-	-	-	-	-	-
THIRD QUARTILE	-	-	-	26.0	22.5	-	-	-	20.5	17.5	17.5	-	-	38.0	-	-	-	-	-	-
NO. COMPANIES	-	-	-	2	3	-	-	-	6	6	5	-	-	2	-	-	-	-	-	-
NO. EMPLOYEES	-	-	-	3	5	-	-	-	8	14	7	-	-	3	-	-	-	-	-	-

VICTORIA, BC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.2	23.2	24.0	20.5	21.3	20.0	21.0	23.0	22.0	22.2	22.4	-	24.1	-	-	27.8	-	-	23.8	24.8
FIRST QUARTILE	24.5	21.5	22.5	19.5	20.5	19.5	19.5	20.5	20.5	20.5	20.5	-	22.5	-	-	24.5	-	-	23.5	22.5
MEDIAN	26.0	23.5	23.5	20.5	21.5	19.5	21.5	23.5	22.5	21.5	22.5	-	23.5	-	-	28.0	-	-	23.5	26.0
THIRD QUARTILE	28.0	24.5	24.5	21.5	22.5	20.5	22.5	24.5	23.5	22.5	22.5	-	24.5	-	-	32.0	-	-	24.5	26.0
NO. COMPANIES	6	8	11	14	13	13	11	6	10	10	6	-	4	-	-	10	-	-	2	3
NO. EMPLOYEES	6	9	11	24	21	13	15	7	12	18	12	-	4	-	-	11	-	-	3	3

WINNIPEG, MB

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.6	25.6	19.9	18.9	15.2	-	-	21.5	17.9	16.4	-	32.5	-	30.2	25.0	21.7	-	-	-	-
FIRST QUARTILE	36.0	24.5	18.5	16.5	13.5	-	-	18.5	15.5	14.5	-	26.0	-	24.5	22.5	20.5	-	-	-	-
MEDIAN	36.0	26.0	18.5	17.5	13.5	-	-	22.5	18.5	16.5	-	28.0	-	30.0	24.5	21.5	-	-	-	-
THIRD QUARTILE	38.0	26.0	23.5	21.5	19.5	-	-	22.5	18.5	17.5	-	36.0	-	32.0	28.0	22.5	-	-	-	-
NO. COMPANIES	5	2	5	5	5	-	-	4	4	10	-	3	-	5	3	5	-	-	-	-
NO. EMPLOYEES	5	4	13	13	13	-	-	4	8	57	-	4	-	9	3	16	-	-	-	-

EASTERN UNITED STATES

BOSTON, MA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.6	25.1	17.5	15.9	13.8	13.8	12.4	18.1	14.5	12.4	11.0	39.1	30.1	26.5	22.6	20.3	41.0	38.1	27.4	29.3
FIRST QUARTILE	26.0	21.5	14.5	14.5	12.5	11.5	10.5	16.5	13.5	11.5	10.5	36.0	26.0	24.5	20.5	18.5	38.0	34.0	26.0	19.5
MEDIAN	34.0	23.5	17.5	15.5	13.5	13.5	11.5	17.5	14.5	12.5	10.5	38.0	30.0	26.0	22.5	20.5	40.0	36.0	28.0	32.0
THIRD QUARTILE	40.0	30.0	19.5	17.5	15.5	15.5	13.5	19.5	15.5	13.5	11.5	40.0	32.0	28.0	23.5	21.5	46.0	42.0	30.0	34.0
NO. COMPANIES	14	14	11	12	12	7	14	14	12	12	11	11	10	10	13	10	8	5	4	7
NO. EMPLOYEES	15	19	29	57	36	16	48	16	21	47	72	18	44	49	60	79	21	78	41	8

BUFFALO, NY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.9	21.4	21.8	16.6	14.2	14.9	14.1	17.4	15.7	-	12.2	36.3	33.1	26.1	22.0	18.1	39.0	23.1	23.4	-
FIRST QUARTILE	22.5	16.5	17.5	15.5	10.5	11.5	13.5	16.5	13.5	-	8.5	32.0	32.0	23.5	19.5	17.5	32.0	19.5	20.5	-
MEDIAN	30.0	18.5	20.5	16.5	13.5	14.5	13.5	17.5	14.5	-	9.5	38.0	34.0	26.0	22.5	17.5	34.0	19.5	23.5	-
THIRD QUARTILE	36.0	28.0	26.0	17.5	16.5	15.5	14.5	18.5	16.5	-	13.5	40.0	36.0	28.0	24.5	18.5	44.0	24.5	26.0	-
NO. COMPANIES	11	9	10	13	12	5	6	5	7	-	9	5	5	10	13	11	4	5	5	-
NO. EMPLOYEES	12	18	21	35	28	8	56	12	22	-	81	13	21	82	101	78	4	22	25	-

CONCORD, NH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.1	20.5	17.2	15.2	14.1	-	-	-	-	10.9	11.1	29.1	-	-	24.0	18.7	-	-	-	30.7
FIRST QUARTILE	26.0	18.5	15.5	13.5	11.5	-	-	-	-	9.5	10.5	26.0	-	-	21.5	17.5	-	-	-	28.0
MEDIAN	30.0	18.5	15.5	13.5	13.5	-	-	-	-	9.5	10.5	28.0	-	-	26.0	18.5	-	-	-	30.0
THIRD QUARTILE	36.0	22.5	20.5	16.5	16.5	-	-	-	-	12.5	12.5	32.0	-	-	26.0	19.5	-	-	-	36.0
NO. COMPANIES	12	8	5	8	13	-	-	-	-	9	7	6	-	-	11	6	-	-	-	5
NO. EMPLOYEES	14	13	20	27	33	-	-	-	-	39	25	7	-	-	41	19	-	-	-	5

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

FINGER LAKES, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.6	24.0	14.8	16.8	15.7	15.5	16.3	17.5	16.2	12.2	9.7	37.0	28.8	25.6	-	20.0	32.0	27.0	-	-
FIRST QUARTILE	26.0	17.5	12.5	15.5	12.5	14.5	14.5	15.5	12.5	10.5	8.5	34.0	26.0	24.5	-	16.5	26.0	26.0	-	-
MEDIAN	30.0	20.5	13.5	16.5	16.5	14.5	16.5	16.5	15.5	11.5	8.5	34.0	30.0	24.5	-	20.5	30.0	26.0	-	-
THIRD QUARTILE	36.0	28.0	16.5	18.5	18.5	16.5	16.5	18.5	20.5	13.5	11.5	40.0	30.0	28.0	-	21.5	40.0	28.0	-	-
NO. COMPANIES	6	4	5	4	4	4	3	3	3	6	3	3	3	5	-	3	2	2	-	-
NO. EMPLOYEES	6	4	6	6	9	4	4	4	3	10	5	4	6	15	-	8	3	2	-	-

GREATER BRIDGEPORT, CT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.9	-	18.4	14.8	13.1	13.5	10.5	20.8	-	11.1	11.2	-	30.0	25.9	23.6	17.2	38.0	29.0	28.8	31.0
FIRST QUARTILE	23.5	-	16.5	12.5	12.5	12.5	9.5	18.5	-	10.5	10.5	-	28.0	21.5	22.5	16.5	32.0	28.0	23.5	30.0
MEDIAN	26.0	-	18.5	14.5	12.5	12.5	9.5	20.5	-	10.5	11.5	-	32.0	26.0	23.5	16.5	38.0	28.0	23.5	30.0
THIRD QUARTILE	34.0	-	20.5	16.5	14.5	14.5	10.5	23.5	-	11.5	11.5	-	32.0	28.0	24.5	18.5	44.0	30.0	34.0	32.0
NO. COMPANIES	8	-	4	6	4	2	4	4	-	6	5	-	2	6	5	5	3	4	2	2
NO. EMPLOYEES	8	-	9	16	9	2	7	5	-	16	27	-	5	16	17	21	3	10	2	2

HARRISBURG, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.3	22.6	17.6	17.1	13.8	12.1	13.1	18.3	16.1	12.7	13.4	31.7	32.9	27.1	23.1	21.0	31.8	30.9	25.6	31.3
FIRST QUARTILE	28.0	21.5	15.5	15.5	12.5	10.5	12.5	13.5	15.5	10.5	12.5	30.0	32.0	26.0	20.5	18.5	30.0	30.0	24.5	30.0
MEDIAN	32.0	22.5	17.5	17.5	13.5	11.5	13.5	19.5	16.5	13.5	14.5	32.0	34.0	28.0	23.5	20.5	30.0	30.0	26.0	32.0
THIRD QUARTILE	34.0	23.5	19.5	20.5	14.5	12.5	14.5	21.5	16.5	14.5	14.5	32.0	36.0	28.0	24.5	23.5	32.0	32.0	28.0	32.0
NO. COMPANIES	15	13	10	15	13	8	7	11	11	15	15	13	9	9	16	13	4	8	6	5
NO. EMPLOYEES	20	64	25	171	48	19	78	16	42	97	596	185	28	168	157	184	13	13	49	90

HARTFORD, CT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.7	22.5	19.2	16.5	14.1	14.4	12.6	16.5	14.3	12.9	12.5	32.6	29.9	26.4	21.8	17.4	33.2	27.3	22.1	31.9
FIRST QUARTILE	28.0	21.5	17.5	15.5	12.5	13.5	11.5	14.5	13.5	11.5	11.5	30.0	28.0	24.5	19.5	15.5	30.0	26.0	19.5	26.0
MEDIAN	30.0	22.5	19.5	16.5	14.5	14.5	12.5	15.5	13.5	13.5	12.5	32.0	30.0	26.0	21.5	16.5	32.0	28.0	21.5	32.0
THIRD QUARTILE	32.0	23.5	20.5	17.5	15.5	15.5	13.5	16.5	14.5	13.5	13.5	34.0	32.0	28.0	23.5	18.5	34.0	30.0	23.5	36.0
NO. COMPANIES	16	14	14	20	15	13	10	11	12	15	16	16	17	20	21	24	11	13	11	9
NO. EMPLOYEES	47	75	40	70	91	24	48	33	52	110	142	167	107	395	438	384	64	97	117	9

LANCASTER, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	24.0	18.8	15.6	14.6	15.0	12.5	18.1	14.8	12.1	-	38.0	32.6	26.1	25.4	18.9	31.6	26.1	-	35.0
FIRST QUARTILE	24.5	20.5	14.5	12.5	11.5	13.5	9.5	14.5	12.5	9.5	-	32.0	30.0	20.5	22.5	15.5	24.5	17.5	-	32.0
MEDIAN	34.0	24.5	18.5	14.5	15.5	13.5	13.5	15.5	14.5	11.5	-	40.0	34.0	26.0	26.0	18.5	28.0	24.5	-	32.0
THIRD QUARTILE	44.0	26.0	22.5	19.5	17.5	16.5	14.5	20.5	17.5	14.5	-	42.0	38.0	30.0	28.0	21.5	40.0	36.0	-	38.0
NO. COMPANIES	13	10	7	14	11	1	6	6	8	17	-	5	4	12	8	11	5	4	-	2
NO. EMPLOYEES	15	13	7	26	19	2	15	6	9	39	-	5	7	22	32	34	5	5	-	2

LEHIGH VALLEY, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.5	27.4	23.7	23.7	-	17.6	21.8	21.7	19.1	21.2	10.3	41.3	36.8	30.8	25.8	21.6	41.5	32.7	28.3	30.5
FIRST QUARTILE	26.0	20.5	16.5	24.5	-	13.5	12.5	16.5	12.5	20.5	9.5	36.0	34.0	28.0	22.5	17.5	36.0	28.0	23.5	26.0
MEDIAN	30.0	26.0	28.0	26.0	-	16.5	24.5	19.5	15.5	23.5	9.5	42.0	38.0	32.0	26.0	19.5	36.0	32.0	32.0	32.0
THIRD QUARTILE	40.0	32.0	30.0	26.0	-	22.5	28.0	26.0	26.0	24.5	10.5	46.0	40.0	34.0	30.0	28.0	44.0	36.0	32.0	34.0
NO. COMPANIES	14	12	10	17	-	5	3	7	9	10	6	7	8	15	18	13	4	10	5	7
NO. EMPLOYEES	16	43	31	101	-	7	8	11	29	94	20	22	44	74	95	82	4	31	22	9

METROPOLITAN NEW JERSEY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.9	27.6	20.1	15.8	14.0	15.3	14.3	16.2	18.0	12.4	10.4	37.9	30.9	27.2	23.8	20.6	37.0	33.3	25.4	34.7
FIRST QUARTILE	30.0	22.5	19.5	14.5	11.5	14.5	12.5	14.5	16.5	11.5	8.5	32.0	26.0	24.5	21.5	18.5	36.0	30.0	24.5	32.0
MEDIAN	32.0	26.0	20.5	15.5	12.5	15.5	14.5	16.5	16.5	12.5	9.5	36.0	32.0	26.0	22.5	20.5	36.0	34.0	24.5	36.0
THIRD QUARTILE	50.0	30.0	20.5	16.5	15.5	16.5	15.5	17.5	18.5	13.5	10.5	42.0	34.0	30.0	26.0	22.5	38.0	36.0	26.0	36.0
NO. COMPANIES	7	7	6	6	5	5	3	2	6	9	6	7	6	8	7	5	2	2	3	3
NO. EMPLOYEES	7	7	11	15	12	6	8	3	6	38	33	14	17	30	28	50	2	3	7	3

MONTGOMERY COUNTY, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.2	20.6	17.6	15.0	13.0	12.0	13.4	17.8	14.2	12.3	10.3	34.9	30.2	25.7	22.2	17.6	33.8	28.6	19.9	32.0
FIRST QUARTILE	28.0	17.5	15.5	13.5	12.5	10.5	11.5	15.5	12.5	11.5	9.5	32.0	26.0	23.5	18.5	15.5	30.0	26.0	18.5	30.0
MEDIAN	30.0	21.5	18.5	15.5	13.5	11.5	12.5	16.5	14.5	12.5	9.5	36.0	32.0	26.0	22.5	17.5	32.0	30.0	18.5	30.0
THIRD QUARTILE	34.0	23.5	19.5	16.5	13.5	12.5	14.5	19.5	15.5	13.5	11.5	38.0	34.0	28.0	26.0	19.5	38.0	32.0	22.5	32.0
NO. COMPANIES	19	28	11	26	19	7	6	16	14	21	16	17	18	16	21	19	7	7	4	4
NO. EMPLOYEES	21	33	25	87	64	15	16	28	21	132	182	27	39	58	88	114	10	20	7	6

NEW YORK, NY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.2	27.4	20.6	20.0	15.3	14.7	14.5	21.0	16.5	13.3	12.3	42.4	36.2	30.7	26.1	22.0	44.6	28.4	23.5	41.7
FIRST QUARTILE	34.0	24.5	18.5	16.5	12.5	12.5	12.5	16.5	13.5	11.5	10.5	40.0	34.0	28.0	23.5	19.5	42.0	24.5	20.5	36.0
MEDIAN	42.0	26.0	20.5	19.5	14.5	13.5	13.5	21.5	15.5	12.5	12.5	42.0	36.0	30.0	26.0	21.5	44.0	28.0	22.5	42.0
THIRD QUARTILE	44.0	30.0	22.5	22.5	17.5	15.5	16.5	24.5	17.5	14.5	13.5	46.0	38.0	32.0	28.0	23.5	50.0	32.0	26.0	50.0
NO. COMPANIES	32	30	20	23	26	9	17	20	17	29	24	19	18	28	26	23	11	14	13	15
NO. EMPLOYEES	40	48	64	134	113	20	63	29	32	281	157	129	232	348	296	358	18	120	77	20

PHILADELPHIA, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.4	24.3	18.8	14.9	13.5	14.3	13.7	18.0	13.2	11.8	10.9	38.6	33.8	29.0	23.8	20.4	41.5	31.3	-	34.9
FIRST QUARTILE	24.5	21.5	16.5	13.5	11.5	11.5	11.5	14.5	12.5	10.5	9.5	34.0	32.0	26.0	21.5	17.5	38.0	30.0	-	30.0
MEDIAN	32.0	24.5	17.5	15.5	13.5	12.5	13.5	16.5	13.5	12.5	10.5	40.0	34.0	28.0	23.5	20.5	40.0	32.0	-	36.0
THIRD QUARTILE	38.0	28.0	20.5	16.5	14.5	15.5	14.5	19.5	13.5	12.5	11.5	42.0	34.0	32.0	26.0	23.5	44.0	34.0	-	40.0
NO. COMPANIES	19	11	12	16	16	7	10	15	11	15	13	13	15	16	17	16	8	8	-	6
NO. EMPLOYEES	22	25	38	54	40	15	38	30	60	126	110	27	83	107	112	88	8	13	-	7

PITTSBURGH, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	24.6	21.3	19.4	16.2	13.0	12.5	22.0	15.7	13.4	12.2	35.9	36.1	29.8	23.3	19.8	48.0	31.1	23.8	-
FIRST QUARTILE	28.0	21.5	16.5	17.5	13.5	9.5	10.5	18.5	13.5	12.5	10.5	28.0	30.0	24.5	20.5	17.5	40.0	30.0	21.5	-
MEDIAN	34.0	23.5	21.5	20.5	16.5	9.5	11.5	23.5	15.5	13.5	11.5	38.0	36.0	30.0	22.5	18.5	42.0	32.0	24.5	-
THIRD QUARTILE	40.0	26.0	28.0	21.5	18.5	16.5	13.5	24.5	17.5	14.5	13.5	42.0	42.0	32.0	28.0	22.5	44.0	32.0	28.0	-
NO. COMPANIES	24	17	15	12	16	2	5	9	13	18	12	11	8	14	16	14	5	5	5	-
NO. EMPLOYEES	24	24	27	25	32	2	14	13	24	81	52	11	18	34	61	41	5	7	7	-

PORTLAND, ME

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.4	20.5	16.0	13.1	14.4	-	-	-	12.8	10.9	10.9	34.0	26.3	24.6	20.9	17.3	-	22.3	24.3	34.8
FIRST QUARTILE	26.0	19.5	13.5	9.5	12.5	-	-	-	11.5	9.5	9.5	30.0	28.5	22.5	17.5	15.5	-	20.5	18.5	24.5
MEDIAN	28.0	20.5	15.5	10.5	14.5	-	-	-	12.5	10.5	10.5	34.0	28.5	23.5	21.5	17.5	-	20.5	18.5	30.0
THIRD QUARTILE	34.0	21.5	16.5	16.5	15.5	-	-	-	14.5	12.5	12.5	38.0	32.0	26.0	22.5	19.5	-	26.0	30.0	50.0
NO. COMPANIES	11	5	8	5	9	-	-	-	5	12	13	3	3	5	8	8	-	2	2	3
NO. EMPLOYEES	11	5	11	8	22	-	-	-	6	23	41	3	4	10	12	20	-	3	2	3

PROVIDENCE, RI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.8	18.4	14.6	12.8	-	-	10.8	14.2	12.4	10.7	9.6	36.7	27.9	26.4	21.9	16.8	32.8	22.1	23.6	-
FIRST QUARTILE	24.5	14.5	13.5	12.5	-	-	9.5	13.5	10.5	9.5	8.5	38.0	20.5	23.5	20.5	16.5	23.5	17.5	17.5	-
MEDIAN	30.0	17.5	15.5	12.5	-	-	10.5	14.5	12.5	9.5	9.5	38.0	30.0	26.0	21.5	16.5	23.5	20.5	26.0	-
THIRD QUARTILE	36.0	20.5	15.5	13.5	-	-	11.5	15.5	12.5	12.5	10.5	40.0	32.0	28.0	23.5	17.5	42.0	22.5	26.0	-
NO. COMPANIES	7	5	7	4	-	-	4	6	7	8	10	3	3	5	5	7	2	4	4	-
NO. EMPLOYEES	7	7	10	10	-	-	12	7	8	17	42	5	7	28	34	22	2	4	8	-

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

READING, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.6	24.3	18.3	-	15.4	-	19.5	20.4	14.5	14.6	-	39.8	31.3	27.2	23.9	18.5	34.0	29.6	21.0	30.2
FIRST QUARTILE	26.0	20.5	14.5	-	13.5	-	16.5	15.5	11.5	10.5	-	36.0	30.0	26.0	22.5	16.5	26.0	26.0	19.5	18.5
MEDIAN	30.0	23.5	16.5	-	15.5	-	16.5	22.5	12.5	13.5	-	38.0	32.0	28.0	23.5	19.5	34.0	32.0	19.5	34.0
THIRD QUARTILE	36.0	26.0	23.5	-	15.5	-	22.5	26.0	14.5	17.5	-	50.0	32.0	28.0	24.5	20.5	38.0	32.0	22.5	38.0
NO. COMPANIES	14	8	9	-	6	-	2	7	7	13	-	6	6	9	11	13	4	4	2	3
NO. EMPLOYEES	15	9	17	-	20	-	2	7	8	51	-	10	51	49	73	49	4	5	2	3

SOUTHERN CONNECTICUT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.8	23.9	19.6	16.3	14.0	14.4	12.4	20.6	15.4	12.6	11.4	44.7	34.8	27.0	23.5	20.6	39.5	31.0	26.9	-
FIRST QUARTILE	30.0	18.5	18.5	13.5	12.5	13.5	10.5	17.5	12.5	11.5	10.5	40.0	30.0	24.5	20.5	18.5	34.0	28.0	24.5	-
MEDIAN	32.0	22.5	19.5	15.5	13.5	14.5	11.5	19.5	13.5	12.5	10.5	46.0	36.0	26.0	23.5	21.5	38.0	30.0	26.0	-
THIRD QUARTILE	36.0	26.0	20.5	18.5	15.5	15.5	14.5	21.5	17.5	14.5	13.5	50.0	40.0	30.0	26.0	22.5	44.0	34.0	28.0	-
NO. COMPANIES	12	16	9	15	15	4	6	7	7	13	8	10	13	14	16	10	6	8	6	-
NO. EMPLOYEES	13	28	17	42	53	11	18	8	14	56	27	15	28	58	84	41	8	26	27	-

SYRACUSE, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.8	24.2	18.4	15.5	14.3	15.3	14.7	17.3	14.2	12.9	8.7	34.8	28.3	26.1	22.1	-	39.2	29.9	25.5	-
FIRST QUARTILE	24.5	21.5	17.5	14.5	13.5	10.5	12.5	16.5	12.5	10.5	7.5	32.0	26.0	23.5	20.5	-	38.0	22.5	23.5	-
MEDIAN	26.0	23.5	18.5	15.5	13.5	14.5	12.5	16.5	13.5	12.5	8.5	34.0	28.0	26.0	21.5	-	38.0	32.0	26.0	-
THIRD QUARTILE	30.0	26.0	19.5	16.5	15.5	16.5	16.5	19.5	16.5	14.5	9.5	38.0	30.0	28.0	23.5	-	40.0	32.0	28.0	-
NO. COMPANIES	8	7	8	8	7	4	3	4	5	9	6	4	5	10	8	-	3	2	3	-
NO. EMPLOYEES	8	12	22	26	22	4	6	5	10	45	47	13	16	50	48	-	5	7	11	-

TRIPLE CITIES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	25.8	23.2	15.0	14.5	13.7	-	-	17.5	13.2	11.4	9.5	-	32.0	29.3	22.0	20.8	-	-	-	-
FIRST QUARTILE	20.5	19.5	11.5	12.5	11.5	-	-	13.5	9.5	10.5	8.5	-	30.0	28.0	20.5	20.5	-	-	-	-
MEDIAN	20.5	26.0	11.5	14.5	12.5	-	-	16.5	10.5	10.5	9.5	-	30.0	28.0	22.5	22.5	-	-	-	-
THIRD QUARTILE	30.0	26.0	18.5	15.5	15.5	-	-	19.5	15.5	12.5	11.5	-	36.0	30.0	23.5	23.5	-	-	-	-
NO. COMPANIES	6	2	2	5	5	-	-	4	4	6	7	-	2	2	5	4	-	-	-	-
NO. EMPLOYEES	6	5	2	15	6	-	-	4	6	17	23	-	3	6	7	9	-	-	-	-

WESTCHESTER, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	22.2	18.6	16.7	15.2	14.4	13.8	18.3	14.7	13.0	11.8	44.0	35.6	-	26.3	20.4	36.6	34.8	28.4	35.3
FIRST QUARTILE	28.0	18.5	16.5	14.5	13.5	10.5	10.5	14.5	12.5	11.5	10.5	36.0	32.0	-	24.5	18.5	32.0	30.0	22.5	26.0
MEDIAN	36.0	19.5	18.5	16.5	15.5	15.5	13.5	17.5	14.5	13.5	11.5	44.0	36.0	-	26.0	20.5	34.0	36.0	28.0	32.0
THIRD QUARTILE	40.0	26.0	20.5	18.5	17.5	18.5	15.5	21.5	16.5	14.5	13.5	50.0	38.0	-	28.0	23.5	44.0	38.0	34.0	42.0
NO. COMPANIES	22	16	11	21	22	7	12	12	16	21	22	11	12	-	14	17	11	7	8	7
NO. EMPLOYEES	22	16	18	52	34	7	15	13	21	55	68	20	27	-	37	43	11	12	16	9

WESTERN MASSACHUSETTS

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.5	22.9	16.1	14.6	13.0	13.1	12.7	16.9	13.2	12.2	10.8	32.6	-	28.1	22.9	18.3	33.7	26.9	22.4	28.6
FIRST QUARTILE	26.0	19.5	12.5	12.5	12.5	12.5	11.5	15.5	10.5	11.5	9.5	30.0	-	24.5	20.5	15.5	30.0	24.5	20.5	28.0
MEDIAN	30.0	22.5	16.5	14.5	12.5	12.5	12.5	17.5	13.5	11.5	10.5	32.0	-	28.0	21.5	18.5	32.0	28.0	22.5	30.0
THIRD QUARTILE	34.0	24.5	18.5	16.5	14.5	13.5	13.5	19.5	14.5	13.5	11.5	34.0	-	32.0	24.5	20.5	42.0	32.0	24.5	32.0
NO. COMPANIES	30	21	20	29	22	8	11	13	11	24	24	11	-	18	26	23	8	5	4	6
NO. EMPLOYEES	30	24	23	50	49	9	19	13	15	84	64	17	-	67	54	69	11	7	7	6

WORCESTER, MA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.0	23.4	17.9	14.8	12.1	13.8	-	20.1	14.3	13.0	-	34.8	30.1	26.5	21.5	18.0	38.0	31.2	-	31.0
FIRST QUARTILE	26.0	19.5	14.5	12.5	10.5	12.5	-	17.5	13.5	11.5	-	32.0	28.0	23.5	18.5	16.5	34.0	28.0	-	19.5
MEDIAN	30.0	20.5	17.5	14.5	11.5	14.5	-	18.5	14.5	12.5	-	36.0	30.0	26.0	20.5	17.5	38.0	34.0	-	34.0
THIRD QUARTILE	36.0	26.0	20.5	16.5	13.5	15.5	-	22.5	15.5	13.5	-	38.0	32.0	28.0	23.5	18.5	44.0	36.0	-	40.0
NO. COMPANIES	46	22	18	42	28	7	-	17	20	42	-	18	15	21	25	30	7	10	-	6
NO. EMPLOYEES	46	28	35	77	62	9	-	18	33	148	-	26	45	93	117	90	7	17	-	7

YORK, PA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.3	22.8	14.1	15.2	12.5	15.5	14.4	17.4	13.3	11.8	-	28.1	25.8	26.9	21.1	17.1	31.0	-	19.7	-
FIRST QUARTILE	26.0	20.5	13.5	13.5	10.5	14.5	12.5	12.5	12.5	10.5	-	28.0	23.5	24.5	18.5	14.5	26.0	-	18.5	-
MEDIAN	30.0	23.5	13.5	15.5	11.5	14.5	14.5	17.5	12.5	11.5	-	28.0	26.0	26.0	22.5	16.5	30.0	-	20.5	-
THIRD QUARTILE	36.0	26.0	14.5	17.5	14.5	16.5	16.5	20.5	14.5	13.5	-	30.0	28.0	30.0	23.5	17.5	32.0	-	20.5	-
NO. COMPANIES	19	11	5	13	20	2	5	7	10	18	-	7	2	6	12	14	4	-	3	-
NO. EMPLOYEES	22	12	5	14	40	2	7	7	13	65	-	7	3	20	31	44	4	-	5	-

EAST CENTRAL UNITED STATES

AKRON-CANTON, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.6	24.7	21.9	17.9	18.8	15.0	16.5	23.9	15.4	18.2	12.3	38.6	32.7	28.9	24.8	21.4	38.8	32.0	28.7	33.6
FIRST QUARTILE	30.0	19.5	18.5	14.5	14.5	10.5	11.5	20.5	13.5	13.5	11.5	32.0	28.0	26.0	22.5	19.5	34.0	30.0	26.0	23.5
MEDIAN	34.0	24.5	23.5	18.5	18.5	14.5	13.5	21.5	15.5	17.5	12.5	40.0	36.0	28.0	24.5	21.5	40.0	34.0	28.0	34.0
THIRD QUARTILE	42.0	30.0	24.5	20.5	23.5	18.5	20.5	28.0	16.5	23.5	12.5	46.0	38.0	32.0	28.0	22.5	44.0	34.0	32.0	44.0
NO. COMPANIES	25	22	18	26	20	10	16	15	15	29	16	19	16	20	17	19	12	9	9	10
NO. EMPLOYEES	26	39	41	76	78	19	63	28	33	208	115	32	73	134	112	143	13	28	22	10

BATTLE CREEK-KALAMAZOO, MI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.6	23.3	23.7	-	14.5	-	-	13.5	18.1	16.2	13.9	-	25.8	31.3	25.9	20.6	-	-	-	-
FIRST QUARTILE	26.0	19.5	22.5	-	12.5	-	-	11.5	13.5	10.5	11.5	-	21.5	32.0	22.5	16.5	-	-	-	-
MEDIAN	32.0	23.5	23.5	-	12.5	-	-	11.5	19.5	16.5	15.5	-	23.5	32.0	28.0	21.5	-	-	-	-
THIRD QUARTILE	34.0	28.0	24.5	-	16.5	-	-	15.5	22.5	20.5	16.5	-	28.0	34.0	28.0	22.5	-	-	-	-
NO. COMPANIES	7	5	2	-	4	-	-	2	2	6	5	-	1	2	4	4	-	-	-	-
NO. EMPLOYEES	9	9	6	-	7	-	-	2	5	12	15	-	4	6	19	12	-	-	-	-

BUTLER COUNTY, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.1	24.5	18.7	15.3	13.6	15.5	16.8	25.5	13.9	11.2	12.8	35.2	30.0	25.6	23.9	20.6	30.7	28.9	26.1	27.4
FIRST QUARTILE	28.0	19.5	18.5	14.5	11.5	13.5	14.5	22.5	12.5	10.5	10.5	32.0	30.0	20.5	23.5	19.5	30.0	28.0	23.5	19.5
MEDIAN	30.0	26.0	18.5	15.5	11.5	13.5	17.5	26.0	13.5	10.5	12.5	36.0	32.0	28.0	23.5	20.5	30.0	28.0	24.5	30.0
THIRD QUARTILE	36.0	28.0	19.5	16.5	17.5	17.5	17.5	28.0	15.5	11.5	14.5	38.0	32.0	30.0	24.5	21.5	32.0	30.0	28.0	30.0
NO. COMPANIES	9	7	5	6	6	2	2	3	4	8	5	3	3	5	5	6	2	3	2	4
NO. EMPLOYEES	10	7	10	16	9	2	4	3	9	46	14	5	13	25	29	46	3	7	6	4

CHICAGO, IL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	25.0	20.0	17.4	14.3	13.2	14.6	19.3	16.3	15.0	13.2	38.0	31.5	27.7	22.9	19.9	36.2	31.5	25.4	34.8
FIRST QUARTILE	30.0	21.5	17.5	15.5	13.5	12.5	11.5	17.5	14.5	13.5	11.5	34.0	30.0	26.0	21.5	18.5	34.0	30.0	23.5	32.0
MEDIAN	36.0	26.0	19.5	17.5	14.5	12.5	12.5	19.5	15.5	14.5	12.5	40.0	32.0	26.0	22.5	20.5	36.0	30.0	26.0	36.0
THIRD QUARTILE	40.0	28.0	22.5	19.5	15.5	13.5	17.5	21.5	16.5	16.5	14.5	42.0	32.0	28.0	24.5	21.5	38.0	34.0	28.0	40.0
NO. COMPANIES	31	24	24	24	22	15	16	23	21	29	22	20	15	23	28	27	13	9	10	8
NO. EMPLOYEES	36	44	75	108	96	34	59	48	52	209	208	42	81	158	160	149	27	22	23	8

CINCINNATI, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.0	22.9	18.4	15.9	14.0	13.7	12.9	17.8	13.6	12.1	11.5	35.1	29.6	26.3	22.3	19.3	35.0	30.9	25.9	31.4
FIRST QUARTILE	28.0	20.5	16.5	13.5	12.5	12.5	11.5	15.5	12.5	10.5	9.5	32.0	28.0	24.5	20.5	16.5	32.0	26.0	22.5	26.0
MEDIAN	30.0	22.5	17.5	15.5	13.5	13.5	12.5	17.5	13.5	12.5	10.5	34.0	30.0	26.0	21.5	19.5	34.0	32.0	26.0	30.0
THIRD QUARTILE	36.0	26.0	20.5	17.5	14.5	15.5	14.5	19.5	14.5	13.5	13.5	38.0	32.0	28.0	23.5	21.5	38.0	34.0	30.0	38.0
NO. COMPANIES	35	26	22	38	33	7	9	23	18	33	29	17	16	24	30	21	10	9	11	6
NO. EMPLOYEES	37	47	46	111	96	9	40	30	48	180	128	28	75	111	176	117	10	23	29	6

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

CLEVELAND, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.5	26.4	19.9	20.3	15.4	15.4	12.3	17.8	15.8	14.8	-	36.4	30.4	28.7	26.4	20.9	40.4	32.3	26.3	33.3
FIRST QUARTILE	28.0	21.5	17.5	15.5	13.5	12.5	11.5	13.5	13.5	12.5	-	32.0	28.0	26.0	23.5	18.5	34.0	26.0	20.5	30.0
MEDIAN	32.0	24.5	19.5	18.5	15.5	14.5	11.5	16.5	15.5	13.5	-	34.0	30.0	30.0	28.0	20.5	44.0	32.0	23.5	34.0
THIRD QUARTILE	38.0	30.0	21.5	26.0	16.5	20.5	12.5	18.5	18.5	17.5	-	42.0	32.0	32.0	28.0	23.5	46.0	38.0	30.0	36.0
NO. COMPANIES	7	6	6	5	5	5	5	5	4	8	-	7	7	5	6	9	5	5	4	3
NO. EMPLOYEES	11	14	19	28	7	7	15	6	7	61	-	11	25	31	44	69	5	11	8	3

COLUMBUS, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.3	20.7	15.8	13.9	11.6	13.1	12.3	17.4	12.5	11.7	-	36.6	29.0	25.2	21.6	17.9	36.5	27.4	21.8	30.0
FIRST QUARTILE	23.5	17.5	13.5	11.5	10.5	12.5	10.5	16.5	11.5	10.5	-	32.0	26.0	23.5	20.5	17.5	32.0	22.5	19.5	26.0
MEDIAN	28.0	20.5	14.5	12.5	10.5	13.5	11.5	16.5	11.5	11.5	-	36.0	28.0	24.5	21.5	17.5	34.0	26.0	20.5	28.0
THIRD QUARTILE	32.0	23.5	17.5	15.5	13.5	14.5	12.5	17.5	13.5	12.5	-	42.0	30.0	26.0	22.5	19.5	38.0	30.0	24.5	32.0
NO. COMPANIES	11	6	6	9	8	4	3	7	5	5	-	5	9	9	10	8	6	6	6	3
NO. EMPLOYEES	14	7	22	40	38	5	4	9	19	31	-	13	32	44	76	34	12	16	14	4

DAYTON, OH

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	27.9	17.9	14.7	15.1	12.9	13.8	19.2	14.4	12.7	11.2	35.5	29.3	26.3	22.5	19.0	34.4	30.0	23.7	29.7
FIRST QUARTILE	28.0	24.5	13.5	12.5	12.5	9.5	9.5	17.5	12.5	11.5	9.5	32.0	26.0	24.5	21.5	16.5	30.0	28.0	22.5	24.5
MEDIAN	36.0	30.0	16.5	14.5	15.5	11.5	10.5	18.5	13.5	12.5	10.5	34.0	28.0	26.0	22.5	18.5	34.0	30.0	23.5	26.0
THIRD QUARTILE	40.0	32.0	18.5	15.5	16.5	14.5	18.5	21.5	16.5	13.5	13.5	38.0	32.0	30.0	24.5	20.5	36.0	32.0	26.0	34.0
NO. COMPANIES	16	13	10	12	9	5	3	9	7	18	8	11	10	13	12	15	5	6	7	6
NO. EMPLOYEES	19	23	20	32	27	8	8	10	11	111	43	33	50	62	88	115	5	9	11	6

DETROIT AREA, MI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.7	18.9	19.4	17.4	14.7	13.5	11.5	16.2	13.6	12.3	10.3	36.0	33.3	28.0	25.8	22.3	37.3	32.8	27.8	-
FIRST QUARTILE	26.0	16.5	16.5	15.5	14.5	10.5	9.5	12.5	11.5	11.5	9.5	32.0	30.0	26.0	22.5	19.5	34.0	28.0	23.5	-
MEDIAN	26.0	19.5	19.5	17.5	15.5	12.5	11.5	12.5	13.5	12.5	10.5	32.0	34.0	28.0	26.0	22.5	38.0	32.0	30.0	-
THIRD QUARTILE	34.0	21.5	21.5	19.5	16.5	16.5	13.5	21.5	15.5	12.5	11.5	42.0	36.0	32.0	30.0	26.0	40.0	36.0	30.0	-
NO. COMPANIES	8	7	6	9	8	4	6	4	6	7	4	7	5	7	9	9	5	5	2	-
NO. EMPLOYEES	10	11	18	27	17	6	21	10	14	25	11	14	21	18	33	67	6	16	5	-

EVANSVILLE, IN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	26.4	19.8	14.1	13.1	11.9	-	11.5	12.5	11.5	10.2	10.1	25.1	-	23.6	18.3	-	-	-	-	-
FIRST QUARTILE	23.5	17.5	12.5	11.5	9.5	-	10.5	11.5	10.5	9.5	8.5	20.5	-	22.5	15.5	-	-	-	-	-
MEDIAN	26.0	19.5	13.5	13.5	12.5	-	10.5	11.5	11.5	9.5	9.5	26.0	-	23.5	17.5	-	-	-	-	-
THIRD QUARTILE	30.0	22.5	14.5	14.5	13.5	-	12.5	13.5	12.5	10.5	10.5	30.0	-	24.5	19.5	-	-	-	-	-
NO. COMPANIES	9	6	4	6	5	-	3	2	3	9	6	5	-	4	6	-	-	-	-	-
NO. EMPLOYEES	9	6	5	13	12	-	5	2	3	24	8	7	-	5	14	-	-	-	-	-

FORT WAYNE, IN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.8	22.4	16.9	16.1	13.8	13.5	12.1	16.8	13.3	13.9	12.3	36.0	31.9	26.8	22.6	18.4	34.8	29.5	27.1	-
FIRST QUARTILE	28.0	18.5	14.5	13.5	12.5	12.5	10.5	15.5	12.5	11.5	11.5	30.0	30.0	26.0	21.5	16.5	34.0	26.0	26.0	-
MEDIAN	36.0	22.5	15.5	15.5	12.5	12.5	10.5	16.5	13.5	12.5	13.5	34.0	32.0	26.0	22.5	17.5	34.0	30.0	28.0	-
THIRD QUARTILE	38.0	24.5	18.5	19.5	15.5	15.5	13.5	18.5	14.5	16.5	13.5	38.0	34.0	28.0	24.5	19.5	36.0	32.0	28.0	-
NO. COMPANIES	18	15	11	18	9	3	9	6	7	18	10	11	9	13	16	16	4	5	3	-
NO. EMPLOYEES	18	20	16	55	18	3	25	11	43	63	58	21	59	76	123	63	5	11	5	-

INDIANAPOLIS, IN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.4	21.8	17.1	14.3	12.0	13.2	11.8	16.7	14.8	11.9	10.5	33.3	31.0	26.4	22.0	18.4	-	30.2	24.2	35.2
FIRST QUARTILE	28.0	19.5	14.5	12.5	10.5	11.5	9.5	14.5	12.5	10.5	9.5	30.0	28.0	24.5	20.5	16.5	-	28.0	20.5	28.0
MEDIAN	30.0	21.5	15.5	13.5	11.5	12.5	10.5	15.5	13.5	11.5	10.5	32.0	32.0	26.0	22.5	17.5	-	30.0	24.5	38.0
THIRD QUARTILE	34.0	24.5	19.5	15.5	12.5	16.5	13.5	17.5	16.5	13.5	11.5	36.0	34.0	28.0	23.5	20.5	-	32.0	26.0	42.0
NO. COMPANIES	25	17	17	26	17	8	14	16	14	21	12	14	12	18	22	22	-	12	9	7
NO. EMPLOYEES	26	25	42	74	41	14	40	22	23	120	65	26	43	95	178	103	-	26	19	7

LANSING, MI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.5	23.8	20.3	17.4	15.0	16.1	18.1	18.9	16.8	13.5	12.3	30.8	26.3	25.9	22.9	18.6	31.5	-	23.6	29.9
FIRST QUARTILE	28.0	22.5	20.5	15.5	13.5	12.5	12.5	15.5	17.5	12.5	10.5	28.0	23.5	24.5	21.5	15.5	32.0	-	22.5	30.0
MEDIAN	30.0	24.5	21.5	17.5	14.5	17.5	12.5	19.5	17.5	13.5	11.5	32.0	28.0	26.0	22.5	18.5	32.0	-	23.5	30.0
THIRD QUARTILE	30.0	26.0	21.5	19.5	17.5	17.5	20.5	19.5	17.5	14.5	13.5	32.0	28.0	28.0	26.0	21.5	32.0	-	28.0	30.0
NO. COMPANIES	8	9	6	7	11	2	6	6	6	10	10	6	8	7	9	9	3	-	5	6
NO. EMPLOYEES	20	39	92	61	42	7	8	12	66	89	38	21	39	37	162	78	19	-	41	102

NORTH/WEST CHICAGO, IL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.7	25.7	19.8	17.7	14.4	13.2	14.9	21.8	17.7	14.2	13.3	-	37.1	32.1	24.7	20.4	41.5	34.4	25.2	37.6
FIRST QUARTILE	30.0	22.5	17.5	16.5	13.5	12.5	12.5	18.5	15.5	12.5	11.5	-	34.0	28.0	23.5	19.5	40.0	30.0	24.5	36.0
MEDIAN	34.0	26.0	19.5	17.5	15.5	12.5	14.5	20.5	17.5	13.5	13.5	-	40.0	32.0	23.5	20.5	44.0	34.0	24.5	38.0
THIRD QUARTILE	40.0	30.0	22.5	19.5	15.5	14.5	17.5	23.5	21.5	15.5	14.5	-	40.0	36.0	26.0	20.5	44.0	38.0	26.0	38.0
NO. COMPANIES	27	28	18	23	22	12	15	13	12	22	14	-	19	19	22	19	11	8	7	8
NO. EMPLOYEES	30	32	36	69	77	29	24	14	19	52	50	-	111	186	178	153	17	20	28	9

ROCKFORD, IL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.9	25.1	18.1	16.6	14.4	-	-	-	14.1	13.4	11.4	31.2	26.3	25.0	21.3	20.3	32.5	27.2	26.3	20.0
FIRST QUARTILE	28.0	20.5	16.5	14.5	12.5	-	-	-	12.5	11.5	10.5	30.0	24.5	23.5	19.5	19.5	26.0	21.5	24.5	17.5
MEDIAN	34.0	24.5	18.5	16.5	13.5	-	-	-	13.5	12.5	11.5	32.0	26.0	24.5	20.5	20.5	32.0	30.0	24.5	17.5
THIRD QUARTILE	36.0	28.0	19.5	19.5	15.5	-	-	-	15.5	15.5	12.5	32.0	28.0	26.0	23.5	21.5	34.0	30.0	28.0	22.5
NO. COMPANIES	14	10	8	10	11	-	-	-	6	9	11	5	4	7	14	9	4	2	2	2
NO. EMPLOYEES	14	10	9	19	18	-	-	-	7	13	17	5	11	12	28	18	4	3	2	2

TOLEDO AREA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.1	23.2	18.0	17.2	13.3	14.9	16.2	21.8	14.8	14.4	12.9	32.3	30.0	28.1	21.7	20.8	32.2	27.2	24.3	-
FIRST QUARTILE	26.0	19.5	15.5	14.5	9.5	12.5	13.5	16.5	13.5	12.5	10.5	28.0	26.0	26.0	19.5	18.5	26.0	26.0	20.5	-
MEDIAN	32.0	23.5	18.5	17.5	13.5	15.5	15.5	19.5	14.5	13.5	13.5	32.0	30.0	28.0	22.5	20.5	32.0	26.0	24.5	-
THIRD QUARTILE	36.0	26.0	20.5	21.5	15.5	16.5	17.5	28.0	16.5	16.5	15.5	36.0	32.0	30.0	24.5	22.5	38.0	28.0	26.0	-
NO. COMPANIES	34	27	17	28	26	6	11	15	7	30	16	15	11	21	22	22	9	10	11	-
NO. EMPLOYEES	35	29	26	60	44	10	19	15	11	84	34	19	20	59	69	58	10	13	27	-

WEST MICHIGAN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	26.3	19.3	16.8	14.4	17.1	15.2	18.6	14.3	12.4	10.9	36.7	31.9	28.2	23.3	18.7	39.7	31.6	25.2	30.8
FIRST QUARTILE	28.0	21.5	16.5	15.5	12.5	17.5	14.5	15.5	11.5	11.5	8.5	32.0	28.0	24.5	20.5	15.5	34.0	30.0	22.5	20.5
MEDIAN	34.0	26.0	20.5	17.5	15.5	17.5	14.5	18.5	14.5	12.5	10.5	38.0	32.0	30.0	23.5	19.5	38.0	32.0	26.0	32.0
THIRD QUARTILE	40.0	30.0	20.5	18.5	16.5	18.5	16.5	21.5	16.5	12.5	12.5	40.0	36.0	30.0	26.0	21.5	42.0	34.0	28.0	40.0
NO. COMPANIES	15	12	9	14	7	4	2	10	9	14	12	8	6	12	13	14	4	5	5	3
NO. EMPLOYEES	15	16	19	38	17	9	11	13	21	50	42	21	24	48	78	39	7	9	24	3

A	MANAGER - COMPUTER OPERATIONS
B	SUPERVISOR - COMPUTER OPERATIONS
C	LEAD COMPUTER OPERATOR
D	COMPUTER OPERATOR - LEVEL A
E	COMPUTER OPERATOR - LEVEL B
F	TAPE LIBRARIAN
G	DATA QUALITY CONTROL CLERK
H	SUPERVISOR - DATA ENTRY
I	LEAD DATA ENTRY OPERATOR
J	DATA ENTRY OPERATOR - LEVEL A
K	DATA ENTRY OPERATOR - LEVEL B
L	MANAGER-APPLICATIONS PROGRAMMING
M	PROJECT LEADER Lead Programmer/Analyst
N	SYSTEMS ANALYST (Sr. Programmer/Analyst)
O	PROGRAMMER/ANALYST
P	PROGRAMMER
Q	MANAGER - SOFTWARE SYSTEMS PROGRAMMING
R	SENIOR SOFTWARE SYSTEMS PROGRAMMER
S	SOFTWARE SYSTEMS PROGRAMMER
T	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

WEST CENTRAL UNITED STATES

CEDAR RAPIDS, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.2	22.5	15.5	12.6	13.4	-	11.8	13.0	-	11.0	11.9	-	28.1	27.1	20.2	18.2	35.0	-	-	-
FIRST QUARTILE	22.5	17.5	13.5	11.5	11.5	-	9.5	11.5	-	9.5	11.5	-	20.5	26.0	18.5	16.5	28.0	-	-	-
MEDIAN	28.0	23.5	13.5	12.5	13.5	-	11.5	11.5	-	10.5	12.5	-	28.0	28.0	19.5	17.5	28.0	-	-	-
THIRD QUARTILE	32.0	24.5	17.5	13.5	14.5	-	12.5	14.5	-	12.5	12.5	-	32.0	30.0	23.5	20.5	42.0	-	-	-
NO. COMPANIES	6	4	2	4	5	-	3	2	-	6	4	-	3	3	7	5	2	-	-	-
NO. EMPLOYEES	6	4	2	13	15	-	6	2	-	8	7	-	4	6	17	20	2	-	-	-

DES MOINES, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.6	23.2	18.3	16.3	13.3	12.5	14.1	18.4	13.6	12.1	10.6	32.3	28.2	26.6	21.4	18.8	33.3	28.6	23.8	31.9
FIRST QUARTILE	26.0	18.5	15.5	14.5	12.5	11.5	10.5	14.5	12.5	10.5	9.5	30.0	26.0	23.5	19.5	16.5	30.0	24.5	22.5	30.0
MEDIAN	32.0	22.5	17.5	16.5	13.5	12.5	12.5	15.5	13.5	11.5	10.5	32.0	28.0	26.0	20.5	18.5	32.0	28.0	23.5	34.0
THIRD QUARTILE	36.0	26.0	21.5	18.5	14.5	13.5	16.5	19.5	15.5	13.5	11.5	38.0	30.0	30.0	23.5	20.5	36.0	34.0	26.0	36.0
NO. COMPANIES	37	38	27	34	32	21	20	28	17	32	24	34	26	34	37	37	16	16	20	12
NO. EMPLOYEES	41	58	50	108	144	61	52	43	25	219	269	65	83	164	263	229	21	30	30	17

FARGO-MOORHEAD, ND

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.8	22.4	13.6	13.1	11.8	-	12.0	-	12.2	11.3	10.7	25.8	27.6	24.4	20.7	16.0	-	27.1	17.0	-
FIRST QUARTILE	22.5	18.5	11.5	10.5	11.5	-	8.5	-	11.5	8.5	9.5	17.5	23.5	18.5	19.5	15.5	-	24.5	16.5	-
MEDIAN	28.0	21.5	14.5	13.5	11.5	-	12.5	-	12.5	11.5	10.5	30.0	28.0	26.0	21.5	15.5	-	28.0	16.5	-
THIRD QUARTILE	30.0	28.0	15.5	13.5	13.5	-	13.5	-	13.5	12.5	11.5	30.0	30.0	26.0	23.5	18.5	-	28.0	17.5	-
NO. COMPANIES	12	7	9	9	9	-	3	-	9	10	10	3	3	3	8	7	-	3	1	-
NO. EMPLOYEES	12	7	11	14	16	-	13	-	10	15	23	3	8	12	21	33	-	4	2	-

KANSAS CITY, MO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.3	23.7	19.3	14.2	14.8	14.0	12.3	18.0	14.0	12.0	12.3	40.9	32.2	27.1	24.2	22.1	33.0	33.8	25.9	34.0
FIRST QUARTILE	30.0	21.5	15.5	12.5	11.5	12.5	10.5	14.5	12.5	11.5	10.5	38.0	30.0	26.0	22.5	20.5	24.5	30.0	24.5	30.0
MEDIAN	34.0	22.5	18.5	13.5	12.5	13.5	11.5	16.5	13.5	11.5	11.5	40.0	32.0	26.0	23.5	22.5	32.0	32.0	26.0	32.0
THIRD QUARTILE	42.0	26.0	21.5	15.5	17.5	14.5	12.5	19.5	14.5	12.5	13.5	44.0	34.0	28.0	26.0	23.5	40.0	36.0	26.0	42.0
NO. COMPANIES	13	13	10	12	11	6	8	13	8	10	10	8	8	11	14	11	9	5	7	3
NO. EMPLOYEES	13	22	23	44	50	12	29	16	18	38	42	14	57	102	112	71	10	19	14	7

LINCOLN, NE

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.3	19.5	14.7	13.3	12.0	11.8	12.2	15.7	12.0	10.4	10.7	31.4	25.0	22.1	18.7	15.3	28.3	22.9	24.6	30.7
FIRST QUARTILE	26.0	17.5	12.5	11.5	10.5	10.5	10.5	12.5	10.5	9.5	8.5	30.0	23.5	20.5	16.5	13.5	17.5	19.5	22.5	28.0
MEDIAN	28.0	19.5	14.5	12.5	11.5	11.5	12.5	14.5	11.5	9.5	8.5	32.0	26.0	22.5	18.5	14.5	30.0	21.5	26.0	30.0
THIRD QUARTILE	34.0	21.5	16.5	15.5	13.5	12.5	12.5	16.5	12.5	10.5	13.5	34.0	26.0	23.5	19.5	17.5	34.0	24.5	28.0	34.0
NO. COMPANIES	12	16	11	12	20	4	8	11	8	18	15	10	10	15	13	14	9	5	5	3
NO. EMPLOYEES	14	27	28	44	46	4	18	14	19	128	46	19	63	62	73	37	11	11	21	3

MADISON, WI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.9	20.5	16.5	12.9	13.0	15.0	14.5	17.8	14.1	12.3	11.7	33.8	30.7	-	20.9	19.5	21.5	-	21.0	-
FIRST QUARTILE	23.5	18.5	12.5	12.5	12.5	14.5	13.5	13.5	12.5	10.5	10.5	23.5	28.0	-	20.5	17.5	18.5	-	19.5	-
MEDIAN	26.0	19.5	17.5	12.5	12.5	14.5	13.5	19.5	14.5	12.5	11.5	36.0	30.0	-	21.5	19.5	18.5	-	19.5	-
THIRD QUARTILE	34.0	23.5	19.5	13.5	13.5	15.5	16.5	20.5	15.5	14.5	12.5	42.0	34.0	-	22.5	20.5	24.5	-	22.5	-
NO. COMPANIES	7	3	3	4	2	1	2	3	6	5	7	3	2	-	5	4	2	-	2	-
NO. EMPLOYEES	8	3	3	5	2	2	3	3	7	23	24	3	3	-	23	8	2	-	2	-

MID-MISSOURI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.0	25.8	20.2	16.2	14.5	-	10.5	17.0	16.0	11.7	-	25.3	27.3	26.4	-	15.3	-	-	-	-
FIRST QUARTILE	30.0	15.5	11.5	10.5	13.5	-	9.5	12.5	13.5	10.5	-	20.5	26.0	23.5	-	12.5	-	-	-	-
MEDIAN	34.0	21.5	24.5	18.5	15.5	-	9.5	14.5	13.5	10.5	-	20.5	26.0	26.0	-	12.5	-	-	-	-
THIRD QUARTILE	50.0	34.0	24.5	20.5	15.5	-	11.5	23.5	18.5	12.5	-	30.0	30.0	30.0	-	18.5	-	-	-	-
NO. COMPANIES	3	4	2	4	3	-	2	4	2	5	-	2	2	3	-	5	-	-	-	-
NO. EMPLOYEES	3	6	3	7	5	-	2	6	2	25	-	2	3	5	-	14	-	-	-	-

MILWAUKEE, WI

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	26.0	20.0	17.5	16.3	14.6	13.3	20.6	14.4	13.7	12.0	39.9	32.1	27.3	24.1	21.0	37.3	30.7	25.6	33.3
FIRST QUARTILE	28.0	23.5	17.5	14.5	13.5	12.5	11.5	15.5	12.5	11.5	10.5	34.0	30.0	26.0	22.5	19.5	30.0	28.0	21.5	28.0
MEDIAN	34.0	26.0	19.5	16.5	15.5	14.5	12.5	18.5	14.5	13.5	11.5	38.0	32.0	26.0	23.5	20.5	36.0	32.0	24.5	34.0
THIRD QUARTILE	38.0	28.0	22.5	19.5	18.5	15.5	14.5	24.5	15.5	15.5	13.5	50.0	34.0	28.0	26.0	21.5	44.0	34.0	28.0	38.0
NO. COMPANIES	29	22	19	24	25	9	13	20	23	29	19	21	19	25	26	28	13	14	18	10
NO. EMPLOYEES	36	35	39	78	88	16	48	27	47	144	122	36	83	175	174	227	14	35	42	11

MINNEAPOLIS-ST. PAUL, MN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.1	24.3	18.3	15.3	13.4	12.9	12.0	18.7	15.0	13.2	11.2	35.3	31.3	27.6	23.0	18.3	34.3	30.7	24.3	33.6
FIRST QUARTILE	30.0	18.5	16.5	13.5	11.5	11.5	10.5	16.5	13.5	11.5	10.5	32.0	28.0	24.5	20.5	16.5	32.0	28.0	22.5	28.0
MEDIAN	34.0	22.5	17.5	14.5	13.5	12.5	11.5	18.5	14.5	12.5	10.5	32.0	30.0	28.0	22.5	18.5	34.0	32.0	23.5	32.0
THIRD QUARTILE	38.0	30.0	19.5	16.5	14.5	13.5	13.5	19.5	15.5	15.5	11.5	40.0	34.0	30.0	26.0	19.5	38.0	34.0	26.0	36.0
NO. COMPANIES	41	37	29	44	39	6	9	23	25	54	32	24	16	28	42	42	11	13	10	9
NO. EMPLOYEES	42	44	42	94	75	9	33	25	30	181	98	35	48	97	160	83	12	25	16	11

OMAHA, NE

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.5	21.0	16.3	15.0	12.3	10.7	-	21.3	15.2	13.0	10.5	35.1	29.0	25.0	22.5	17.9	33.0	-	23.0	-
FIRST QUARTILE	28.0	19.5	14.5	13.5	11.5	9.5	-	16.5	13.5	10.5	9.5	32.0	28.0	22.5	20.5	16.5	30.0	-	18.5	-
MEDIAN	32.0	21.5	15.5	14.5	11.5	10.5	-	19.5	14.5	13.5	10.5	34.0	28.0	24.5	22.5	17.5	30.0	-	20.5	-
THIRD QUARTILE	34.0	22.5	16.5	16.5	13.5	11.5	-	28.0	16.5	14.5	11.5	40.0	30.0	28.0	24.5	20.5	36.0	-	30.0	-
NO. COMPANIES	8	9	8	8	6	2	-	3	5	8	11	3	2	4	5	9	2	-	2	-
NO. EMPLOYEES	8	13	10	23	11	20	-	5	13	36	110	11	2	14	27	22	2	-	3	-

QUAD CITIES, IA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.6	25.8	20.2	16.4	13.7	13.5	14.9	18.4	15.0	13.2	12.2	32.7	30.6	27.5	23.0	17.4	34.5	23.9	26.3	27.8
FIRST QUARTILE	23.5	22.5	13.5	13.5	10.5	11.5	13.5	13.5	12.5	11.5	11.5	26.0	22.5	24.5	17.5	15.5	28.0	17.5	23.5	17.5
MEDIAN	32.0	23.5	21.5	15.5	13.5	11.5	15.5	19.5	14.5	12.5	11.5	34.0	30.0	26.0	23.5	17.5	32.0	21.5	23.5	30.0
THIRD QUARTILE	36.0	30.0	28.0	18.5	15.5	15.5	16.5	22.5	17.5	14.5	13.5	36.0	32.0	32.0	26.0	19.5	36.0	32.0	28.0	36.0
NO. COMPANIES	17	10	7	22	16	2	5	10	12	21	9	8	4	12	14	15	4	6	4	3
NO. EMPLOYEES	17	10	7	38	22	2	9	10	17	46	25	12	8	28	40	40	4	7	4	3

ST. LOUIS, MO

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.2	21.4	15.8	14.2	13.1	12.0	11.5	17.3	13.6	10.8	10.7	35.5	28.9	26.7	22.9	18.8	40.0	28.1	27.6	36.0
FIRST QUARTILE	23.5	19.5	14.5	11.5	12.5	11.5	9.5	16.5	12.5	9.5	10.5	28.0	24.5	23.5	19.5	14.5	34.0	26.0	20.5	28.0
MEDIAN	30.0	21.5	15.5	14.5	13.5	11.5	11.5	16.5	12.5	11.5	10.5	32.0	28.0	26.0	22.5	19.5	36.0	30.0	26.0	28.0
THIRD QUARTILE	34.0	23.5	18.5	15.5	13.5	12.5	12.5	19.5	14.5	11.5	11.5	38.0	34.0	30.0	26.0	22.5	40.0	32.0	30.0	44.0
NO. COMPANIES	10	6	9	6	5	2	5	5	8	12	6	5	5	7	7	7	4	4	3	2
NO. EMPLOYEES	10	8	9	16	18	2	12	6	9	51	19	8	15	22	24	23	4	5	4	2

SOUTHERN MINNESOTA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.5	24.5	13.7	13.2	11.7	-	11.8	19.2	13.2	10.5	10.1	28.7	25.8	25.0	18.3	16.4	-	27.3	-	-
FIRST QUARTILE	24.5	19.5	12.5	13.5	11.5	-	10.5	17.5	12.5	9.5	9.5	26.0	24.5	21.5	17.5	15.5	-	26.0	-	-
MEDIAN	26.0	20.5	14.5	13.5	11.5	-	11.5	18.5	13.5	10.5	10.5	30.0	26.0	26.0	18.5	15.5	-	28.0	-	-
THIRD QUARTILE	32.0	26.0	14.5	14.5	12.5	-	12.5	21.5	13.5	11.5	10.5	30.0	26.0	26.0	18.5	16.5	-	28.0	-	-
NO. COMPANIES	3	4	3	5	7	-	3	3	2	6	8	2	2	4	5	6	-	2	-	-
NO. EMPLOYEES	3	4	5	10	10	-	7	3	3	13	17	3	5	12	13	17	-	3	-	-

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOPEKA, KS

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	20.3	21.4	16.5	12.1	13.3	12.1	16.4	-	12.4	10.6	37.2	32.9	28.9	23.6	19.9	-	29.6	24.5	29.1
FIRST QUARTILE	32.0	16.5	20.5	15.5	10.5	10.5	10.5	14.5	-	11.5	9.5	34.0	32.0	26.0	22.5	17.5	-	23.5	21.5	26.0
MEDIAN	36.0	19.5	20.5	16.5	11.5	11.5	11.5	16.5	-	12.5	10.5	38.0	34.0	28.0	23.5	20.5	-	28.0	26.0	28.0
THIRD QUARTILE	40.0	22.5	26.0	17.5	13.5	17.5	13.5	17.5	-	13.5	11.5	38.0	36.0	30.0	26.0	22.5	-	34.0	26.0	32.0
NO. COMPANIES	8	7	5	9	7	4	5	4	-	12	5	5	8	5	8	8	-	5	3	4
NO. EMPLOYEES	9	9	9	29	16	6	15	7	-	25	91	5	25	40	36	37	-	8	3	10

WICHITA, KS

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.8	22.5	16.3	14.7	14.2	13.0	12.5	17.3	13.4	12.4	11.2	35.3	27.6	26.9	21.6	18.6	31.6	27.8	-	24.3
FIRST QUARTILE	32.0	17.5	12.5	13.5	12.5	12.5	11.5	14.5	12.5	11.5	9.5	34.0	24.5	24.5	20.5	16.5	28.0	23.5	-	14.5
MEDIAN	34.0	22.5	16.5	14.5	13.5	12.5	12.5	15.5	13.5	12.5	11.5	34.0	26.0	28.0	21.5	18.5	34.0	26.0	-	14.5
THIRD QUARTILE	34.0	26.0	17.5	16.5	15.5	13.5	13.5	18.5	13.5	13.5	12.5	36.0	28.0	30.0	23.5	19.5	34.0	34.0	-	34.0
NO. COMPANIES	13	7	9	11	12	2	9	7	5	14	11	9	7	10	11	11	4	3	-	2
NO. EMPLOYEES	13	10	16	29	20	2	56	10	12	50	40	11	13	26	29	20	5	3	-	2

SOUTHERN UNITED STATES

ATLANTA, GA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.7	29.3	17.9	15.5	13.7	22.7	-	16.1	13.0	11.9	10.8	34.5	28.9	26.5	23.1	15.3	34.7	-	23.3	-
FIRST QUARTILE	32.0	28.0	16.5	14.5	12.5	12.5	-	13.5	12.5	10.5	10.5	32.0	26.0	24.5	22.5	11.5	32.0	-	20.5	-
MEDIAN	38.0	30.0	18.5	15.5	13.5	28.0	-	14.5	12.5	12.5	10.5	34.0	30.0	28.0	23.5	13.5	32.0	-	21.5	-
THIRD QUARTILE	42.0	30.0	19.5	17.5	14.5	30.0	-	16.5	13.5	13.5	11.5	38.0	30.0	30.0	26.0	18.5	40.0	-	23.5	-
NO. COMPANIES	12	6	7	6	10	6	-	9	6	12	7	7	4	7	8	9	3	-	3	-
NO. EMPLOYEES	28	79	24	13	30	17	-	10	14	28	14	12	11	30	33	68	3	-	6	-

BALTIMORE, MD

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.9	24.7	19.1	-	17.8	12.4	-	19.0	15.5	-	12.2	38.5	34.1	29.1	24.5	20.2	40.8	35.9	28.9	35.8
FIRST QUARTILE	30.0	19.5	16.5	-	12.5	11.5	-	15.5	14.5	-	10.5	34.0	32.0	26.0	21.5	17.5	32.0	34.0	24.5	30.0
MEDIAN	36.0	21.5	18.5	-	15.5	12.5	-	19.5	14.5	-	10.5	38.0	34.0	30.0	24.5	19.5	42.0	36.0	28.0	34.0
THIRD QUARTILE	40.0	30.0	19.5	-	24.5	14.5	-	20.5	16.5	-	13.5	42.0	36.0	32.0	28.0	21.5	50.0	38.0	32.0	38.0
NO. COMPANIES	17	14	12	-	13	6	-	11	12	-	9	12	11	18	17	11	5	10	8	7
NO. EMPLOYEES	20	32	30	-	44	10	-	12	24	-	25	21	43	63	128	125	5	17	27	12

BIRMINGHAM, AL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.1	27.4	18.8	15.1	14.7	-	-	-	14.2	-	11.3	40.3	32.8	26.4	21.1	18.6	33.5	30.6	23.9	31.3
FIRST QUARTILE	30.0	24.5	15.5	12.5	12.5	-	-	-	11.5	-	9.5	36.0	30.0	23.5	19.5	14.5	26.0	24.5	17.5	30.0
MEDIAN	34.0	28.0	16.5	14.5	14.5	-	-	-	12.5	-	10.5	40.0	32.0	26.0	20.5	15.5	32.0	30.0	26.0	32.0
THIRD QUARTILE	42.0	32.0	22.5	18.5	17.5	-	-	-	16.5	-	12.5	42.0	38.0	30.0	23.5	26.0	34.0	32.0	26.0	32.0
NO. COMPANIES	10	5	5	7	6	-	-	-	7	-	6	6	4	7	6	6	4	3	2	2
NO. EMPLOYEES	10	5	15	22	23	-	-	-	10	-	17	8	5	17	26	23	4	4	4	3

CHARLOTTE, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.8	19.8	17.0	14.6	12.9	12.3	12.2	16.7	13.8	12.0	10.4	35.2	30.9	26.7	23.7	19.9	34.3	27.8	25.9	30.3
FIRST QUARTILE	28.0	17.5	15.5	13.5	11.5	11.5	9.5	15.5	12.5	10.5	9.5	32.0	28.0	26.0	22.5	18.5	30.0	26.0	23.5	26.0
MEDIAN	30.0	19.5	16.5	14.5	13.5	11.5	12.5	16.5	12.5	11.5	10.5	34.0	32.0	26.0	23.5	19.5	32.0	28.0	26.0	28.0
THIRD QUARTILE	34.0	21.5	19.5	15.5	13.5	13.5	14.5	17.5	14.5	12.5	11.5	38.0	34.0	28.0	26.0	21.5	36.0	30.0	28.0	32.0
NO. COMPANIES	17	15	10	18	12	7	6	12	14	22	11	11	7	14	15	14	6	8	8	8
NO. EMPLOYEES	17	24	31	69	47	18	18	15	25	119	47	19	59	95	165	165	6	13	26	8

DALLAS, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.5	22.3	18.2	15.7	13.4	13.6	13.2	19.4	15.9	12.9	11.9	36.3	31.3	27.9	23.9	20.7	39.4	33.0	25.6	35.8
FIRST QUARTILE	28.0	19.5	15.5	13.5	11.5	11.5	9.5	17.5	13.5	11.5	10.5	34.0	28.0	22.5	19.5	18.5	36.0	30.0	21.5	30.0
MEDIAN	32.0	20.5	16.5	15.5	13.5	13.5	12.5	19.5	15.5	12.5	11.5	36.0	32.0	28.0	23.5	19.5	38.0	34.0	26.0	34.0
THIRD QUARTILE	38.0	26.0	20.5	16.5	14.5	15.5	16.5	21.5	17.5	14.5	12.5	38.0	34.0	32.0	26.0	22.5	44.0	34.0	28.0	44.0
NO. COMPANIES	21	20	11	16	22	12	35	16	14	19	18	20	14	16	15	16	13	10	9	6
NO. EMPLOYEES	21	34	27	57	64	19	70	27	26	129	119	36	62	61	100	109	14	24	24	7

FORT WORTH, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.2	25.1	18.1	15.5	15.5	15.8	12.3	20.6	14.1	12.2	12.6	38.7	32.2	29.2	23.2	-	34.8	27.6	28.2	34.9
FIRST QUARTILE	26.0	20.5	15.5	13.5	12.5	13.5	10.5	14.5	11.5	10.5	10.5	34.0	28.0	26.0	19.5	-	32.0	23.5	28.0	30.0
MEDIAN	30.0	26.0	17.5	14.5	13.5	13.5	11.5	18.5	14.5	11.5	12.5	38.0	32.0	30.0	24.5	-	34.0	23.5	28.0	38.0
THIRD QUARTILE	44.0	26.0	20.5	17.5	18.5	18.5	12.5	21.5	15.5	13.5	15.5	44.0	38.0	32.0	26.0	-	38.0	30.0	30.0	42.0
NO. COMPANIES	15	10	14	13	8	5	4	4	7	8	11	12	10	12	15	-	5	5	6	5
NO. EMPLOYEES	15	12	24	35	17	6	6	4	9	31	46	14	22	44	80	-	5	6	10	5

GREATER ORLANDO, FL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	22.9	16.9	15.0	14.0	13.1	13.9	15.5	15.2	12.3	11.2	36.2	-	27.2	24.0	21.2	34.9	31.8	27.1	32.0
FIRST QUARTILE	32.0	21.5	16.5	13.5	12.5	11.5	11.5	10.5	14.5	11.5	10.5	34.0	-	26.0	22.5	18.5	30.0	28.0	22.5	28.0
MEDIAN	34.0	22.5	16.5	14.5	14.5	12.5	12.5	14.5	15.5	12.5	11.5	36.0	-	28.0	23.5	21.5	36.0	30.0	26.0	28.0
THIRD QUARTILE	40.0	24.5	17.5	16.5	14.5	14.5	15.5	18.5	16.5	13.5	12.5	38.0	-	28.0	26.0	23.5	40.0	36.0	32.0	36.0
NO. COMPANIES	6	7	8	10	9	5	4	4	5	12	5	9	-	7	11	6	7	5	5	2
NO. EMPLOYEES	8	10	14	34	24	5	8	4	7	45	17	12	-	27	86	20	7	12	10	2

GREENSBORO, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	20.5	15.2	13.5	13.1	12.8	12.2	17.7	13.8	12.0	-	36.0	30.8	25.4	21.8	19.4	34.4	28.9	23.4	29.0
FIRST QUARTILE	32.0	16.5	13.5	11.5	11.5	10.5	10.5	14.5	11.5	11.5	-	32.0	28.0	22.5	18.5	17.5	32.0	15.5	22.5	28.0
MEDIAN	36.0	20.5	15.5	13.5	12.5	11.5	11.5	15.5	12.5	12.5	-	38.0	30.0	24.5	20.5	19.5	32.0	26.0	23.5	28.0
THIRD QUARTILE	44.0	24.5	16.5	15.5	15.5	16.5	14.5	20.5	14.5	12.5	-	40.0	32.0	26.0	26.0	21.5	38.0	36.0	23.5	38.0
NO. COMPANIES	10	11	7	13	7	2	5	6	4	9	-	9	3	9	8	8	4	4	3	2
NO. EMPLOYEES	11	11	11	23	14	3	6	6	4	33	-	11	14	20	37	29	5	4	5	2

GREENVILLE, SC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	25.6	20.2	14.5	-	-	-	-	-	-	-	-	36.0	27.3	23.2	20.0	-	-	-	-	-
FIRST QUARTILE	19.5	17.5	13.5	-	-	-	-	-	-	-	-	28.0	26.0	22.5	18.5	-	-	-	-	-
MEDIAN	30.0	20.5	13.5	-	-	-	-	-	-	-	-	28.0	28.0	23.5	19.5	-	-	-	-	-
THIRD QUARTILE	32.0	22.5	16.5	-	-	-	-	-	-	-	-	44.0	28.0	23.5	20.5	-	-	-	-	-
NO. COMPANIES	6	2	5	-	-	-	-	-	-	-	-	2	2	2	3	-	-	-	-	-
NO. EMPLOYEES	7	3	6	-	-	-	-	-	-	-	-	2	11	18	16	-	-	-	-	-

HAMPTON ROADS, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.0	20.8	12.8	12.4	13.0	-	-	15.4	11.7	-	8.9	-	-	-	19.9	15.8	-	-	-	-
FIRST QUARTILE	19.5	17.5	11.5	10.5	9.5	-	-	13.5	9.5	-	7.5	-	-	-	16.5	9.5	-	-	-	-
MEDIAN	22.5	19.5	11.5	11.5	9.5	-	-	14.5	10.5	-	8.5	-	-	-	20.5	16.5	-	-	-	-
THIRD QUARTILE	38.0	23.5	15.5	13.5	16.5	-	-	17.5	12.5	-	10.5	-	-	-	21.5	21.5	-	-	-	-
NO. COMPANIES	7	5	3	7	2	-	-	7	4	-	5	-	-	-	3	3	-	-	-	-
NO. EMPLOYEES	7	5	3	16	2	-	-	7	5	-	14	-	-	-	5	3	-	-	-	-

HOUSTON, TX

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.4	35.0	21.3	16.2	14.6	15.0	17.4	24.3	17.5	15.1	13.1	46.9	39.8	32.9	27.7	23.9	48.2	38.1	30.3	39.2
FIRST QUARTILE	46.0	30.0	18.5	14.5	12.5	14.5	13.5	17.5	15.5	13.5	11.5	44.0	36.0	30.0	26.0	22.5	46.0	36.0	28.0	34.0
MEDIAN	50.0	34.0	20.5	16.5	14.5	14.5	15.5	21.5	17.5	14.5	12.5	50.0	38.0	32.0	28.0	23.5	50.0	38.0	30.0	38.0
THIRD QUARTILE	50.0	38.0	23.5	17.5	16.5	16.5	20.5	30.0	18.5	16.5	14.5	50.0	44.0	34.0	30.0	26.0	50.0	40.0	32.0	46.0
NO. COMPANIES	9	6	7	10	9	5	8	8	9	9	8	8	8	10	9	8	6	7	5	5
NO. EMPLOYEES	28	52	88	59	65	18	138	15	48	81	46	47	86	195	198	157	9	36	23	29

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

JACKSONVILLE, FL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	25.9	19.1	15.4	12.4	-	12.5	-	12.6	11.1	10.8	36.5	29.8	26.0	19.8	15.8	-	36.0	22.4	-
FIRST QUARTILE	26.0	20.5	15.5	13.5	11.5	-	10.5	-	11.5	10.5	8.5	32.0	28.0	23.5	18.5	15.5	-	34.0	16.5	-
MEDIAN	36.0	26.0	17.5	14.5	12.5	-	12.5	-	12.5	10.5	10.5	34.0	30.0	26.0	19.5	16.5	-	34.0	20.5	-
THIRD QUARTILE	42.0	30.0	20.5	16.5	12.5	-	14.5	-	13.5	11.5	12.5	42.0	32.0	28.0	20.5	17.5	-	40.0	24.5	-
NO. COMPANIES	11	6	8	10	7	-	7	-	8	11	4	6	5	9	8	4	-	2	4	-
NO. EMPLOYEES	12	10	18	29	22	-	15	-	53	41	16	12	15	63	74	41	-	3	4	-

LEXINGTON, KY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.8	21.9	15.7	13.7	10.4	-	12.5	-	-	11.2	11.7	23.3	28.4	23.9	20.6	16.2	26.3	29.7	-	27.3
FIRST QUARTILE	36.0	14.5	13.5	12.5	8.5	-	9.5	-	-	9.5	9.5	20.5	28.0	20.5	19.5	14.5	19.5	28.0	-	24.5
MEDIAN	40.0	19.5	14.5	13.5	9.5	-	12.5	-	-	10.5	11.5	21.5	30.0	23.5	21.5	16.5	21.5	32.0	-	24.5
THIRD QUARTILE	42.0	26.0	17.5	15.5	11.5	-	15.5	-	-	12.5	12.5	28.0	32.0	26.0	21.5	17.5	38.0	32.0	-	30.0
NO. COMPANIES	5	6	3	6	5	-	3	-	-	6	3	3	4	4	5	3	3	2	-	2
NO. EMPLOYEES	5	7	6	14	12	-	3	-	-	16	6	3	11	10	14	11	3	5	-	2

LITTLE ROCK, AR

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.0	18.7	14.2	13.0	10.8	12.2	10.0	16.8	11.8	11.1	-	33.5	29.5	27.3	25.5	19.7	31.5	32.2	27.9	-
FIRST QUARTILE	32.0	16.5	12.5	12.5	10.5	10.5	9.5	14.5	11.5	10.5	-	26.0	26.0	26.0	21.5	17.5	30.0	30.0	28.0	-
MEDIAN	32.0	18.5	14.5	13.5	10.5	11.5	10.5	14.5	11.5	10.5	-	32.0	26.0	26.0	22.5	19.5	32.0	32.0	28.0	-
THIRD QUARTILE	36.0	20.5	15.5	13.5	11.5	13.5	10.5	21.5	12.5	11.5	-	42.0	32.0	28.0	26.0	21.5	32.0	36.0	30.0	-
NO. COMPANIES	4	4	4	4	6	3	4	3	2	3	-	5	2	2	2	5	3	3	2	-
NO. EMPLOYEES	4	9	11	19	15	7	28	3	19	8	-	5	4	8	4	30	4	15	20	-

NASHVILLE, TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.0	-	16.4	12.9	11.6	11.7	-	15.6	-	10.7	10.2	31.3	26.8	24.1	21.9	17.3	-	25.9	21.3	31.6
FIRST QUARTILE	26.0	-	12.5	11.5	10.5	11.5	-	13.5	-	9.5	9.5	26.0	26.0	17.5	20.5	16.5	-	23.5	19.5	26.0
MEDIAN	30.0	-	16.5	12.5	11.5	11.5	-	14.5	-	10.5	9.5	30.0	26.0	23.5	20.5	17.5	-	26.0	20.5	28.0
THIRD QUARTILE	32.0	-	17.5	13.5	12.5	12.5	-	17.5	-	11.5	10.5	34.0	28.0	28.0	23.5	17.5	-	30.0	21.5	38.0
NO. COMPANIES	7	-	6	8	8	4	-	7	-	10	5	7	5	8	8	9	-	6	5	5
NO. EMPLOYEES	9	-	19	58	27	5	-	8	-	57	33	18	10	28	41	52	-	15	15	5

RESEARCH TRIANGLE, NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	-	24.6	18.6	16.1	14.4	14.0	12.8	15.8	13.4	11.4	9.7	34.5	28.5	24.5	20.6	17.8	32.4	29.4	22.8	32.4
FIRST QUARTILE	-	20.5	16.5	14.5	13.5	12.5	11.5	14.5	11.5	10.5	8.5	32.0	26.0	22.5	18.5	16.5	26.0	28.0	19.5	28.0
MEDIAN	-	24.5	18.5	16.5	13.5	12.5	12.5	15.5	13.5	11.5	9.5	34.0	28.0	23.5	20.5	17.5	32.0	30.0	24.5	32.0
THIRD QUARTILE	-	28.0	20.5	18.5	15.5	14.5	13.5	17.5	15.5	12.5	10.5	38.0	30.0	26.0	21.5	18.5	38.0	32.0	26.0	34.0
NO. COMPANIES	-	14	10	13	10	8	9	10	8	11	11	11	8	9	15	11	8	7	5	2
NO. EMPLOYEES	-	43	50	78	67	53	71	26	48	408	33	66	109	156	186	141	15	25	14	5

RICHMOND, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.9	20.7	17.1	14.6	14.3	12.1	11.9	16.5	12.3	10.4	10.1	34.1	30.7	24.2	21.5	17.4	33.8	28.4	25.1	35.6
FIRST QUARTILE	26.0	15.5	14.5	12.5	10.5	9.5	10.5	13.5	11.5	9.5	8.5	30.0	28.0	22.5	19.5	16.5	26.0	24.5	23.5	22.5
MEDIAN	32.0	19.5	15.5	12.5	12.5	10.5	11.5	15.5	11.5	9.5	9.5	32.0	30.0	24.5	21.5	17.5	34.0	30.0	24.5	28.0
THIRD QUARTILE	34.0	24.5	19.5	15.5	17.5	13.5	13.5	19.5	12.5	11.5	10.5	38.0	34.0	26.0	23.5	18.5	38.0	32.0	26.0	42.0
NO. COMPANIES	21	16	14	20	18	9	9	14	11	19	13	18	18	21	19	21	12	15	10	4
NO. EMPLOYEES	21	31	37	65	62	15	45	21	51	205	71	36	83	117	178	99	14	32	23	4

ROANOKE, VA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	22.8	16.0	15.7	11.8	15.5	-	-	14.2	11.7	9.9	-	26.8	23.4	20.0	17.3	-	-	-	20.5
FIRST QUARTILE	30.0	20.5	14.5	13.5	10.5	13.5	-	-	10.5	9.5	8.5	-	21.5	22.5	18.5	15.5	-	-	-	17.5
MEDIAN	32.0	21.5	15.5	14.5	11.5	13.5	-	-	10.5	10.5	9.5	-	21.5	23.5	20.5	16.5	-	-	-	17.5
THIRD QUARTILE	40.0	23.5	17.5	16.5	12.5	17.5	-	-	21.5	12.5	11.5	-	32.0	26.0	21.5	19.5	-	-	-	23.5
NO. COMPANIES	7	5	5	9	6	2	-	-	2	7	6	-	1	6	7	7	-	-	-	2
NO. EMPLOYEES	7	6	6	24	12	2	-	-	3	32	41	-	2	10	25	15	-	-	-	2

SAN ANTONIO, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.8	28.5	22.1	16.5	14.7	-	-	25.3	-	13.4	-	30.6	38.0	28.4	22.1	-	-	-	-	36.7
FIRST QUARTILE	21.5	19.5	21.5	10.5	15.5	-	-	22.5	-	12.5	-	20.5	32.0	26.0	17.5	-	-	-	-	32.0
MEDIAN	32.0	32.0	23.5	19.5	15.5	-	-	22.5	-	13.5	-	36.0	44.0	30.0	20.5	-	-	-	-	32.0
THIRD QUARTILE	36.0	34.0	26.0	19.5	15.5	-	-	28.0	-	14.5	-	36.0	44.0	30.0	24.5	-	-	-	-	46.0
NO. COMPANIES	3	3	2	3	3	-	-	2	-	3	-	3	3	2	2	-	-	-	-	3
NO. EMPLOYEES	3	3	5	8	10	-	-	2	-	15	-	5	9	21	12	-	-	-	-	3

WASHINGTON, DC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.0	21.7	17.4	16.1	13.6	15.3	-	18.8	14.9	13.8	-	37.8	32.5	28.7	23.9	19.8	41.5	-	-	33.4
FIRST QUARTILE	23.5	18.5	14.5	14.5	12.5	14.5	-	15.5	14.5	13.5	-	36.0	30.0	24.5	22.5	18.5	36.0	-	-	17.5
MEDIAN	32.0	20.5	16.5	16.5	12.5	14.5	-	17.5	15.5	14.5	-	38.0	34.0	30.0	24.5	19.5	36.0	-	-	30.0
THIRD QUARTILE	36.0	23.5	22.5	17.5	14.5	16.5	-	24.5	15.5	14.5	-	38.0	34.0	30.0	26.0	21.5	44.0	-	-	36.0
NO. COMPANIES	10	8	5	7	9	3	-	3	5	6	-	6	8	8	9	9	4	-	-	4
NO. EMPLOYEES	11	10	9	20	18	5	-	7	9	39	-	9	45	54	37	39	4	-	-	4

WINSTON-SALEM, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.9	18.9	16.5	19.6	12.3	14.2	13.7	18.0	-	11.5	11.6	31.6	31.7	-	23.6	20.7	-	-	-	32.0
FIRST QUARTILE	23.5	13.5	12.5	16.5	12.5	13.5	12.5	11.5	-	10.5	10.5	26.0	28.0	-	21.5	17.5	-	-	-	28.0
MEDIAN	32.0	18.5	13.5	17.5	13.5	13.5	12.5	18.5	-	11.5	11.5	32.0	30.0	-	21.5	21.5	-	-	-	28.0
THIRD QUARTILE	34.0	21.5	17.5	23.5	13.5	15.5	15.5	20.5	-	12.5	12.5	38.0	36.0	-	26.0	23.5	-	-	-	36.0
NO. COMPANIES	7	6	9	3	3	2	2	4	-	5	4	5	3	-	5	5	-	-	-	2
NO. EMPLOYEES	7	10	12	22	13	3	6	4	-	9	16	7	7	-	38	20	-	-	-	2

WESTERN UNITED STATES

BAKERSFIELD, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.2	25.9	17.6	16.4	15.6	-	11.8	21.0	16.0	14.2	11.3	34.0	39.0	27.8	24.3	18.2	-	-	-	-
FIRST QUARTILE	17.5	22.5	14.5	14.5	13.5	-	9.5	12.5	13.5	13.5	9.5	26.0	38.0	26.0	22.5	17.5	-	-	-	-
MEDIAN	28.0	23.5	17.5	16.5	15.5	-	10.5	24.5	13.5	13.5	10.5	26.0	38.0	28.0	23.5	18.5	-	-	-	-
THIRD QUARTILE	34.0	28.0	21.5	18.5	17.5	-	13.5	26.0	18.5	16.5	11.5	42.0	40.0	30.0	26.0	18.5	-	-	-	-
NO. COMPANIES	9	3	5	8	7	-	2	3	4	5	7	2	2	3	6	3	-	-	-	-
NO. EMPLOYEES	9	5	7	11	20	-	4	3	4	18	20	2	2	16	15	6	-	-	-	-

BOISE, ID

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6	22.4	16.0	14.7	11.5	14.5	14.0	21.0	13.2	-	9.0	32.9	31.4	-	24.6	18.5	32.7	31.3	24.9	34.7
FIRST QUARTILE	28.0	17.5	14.5	12.5	10.5	12.5	10.5	14.5	12.5	-	8.5	28.0	28.0	-	21.5	14.5	30.0	28.0	22.5	26.0
MEDIAN	32.0	23.5	15.5	13.5	11.5	12.5	12.5	18.5	13.5	-	9.5	32.0	32.0	-	23.5	17.5	32.0	32.0	24.5	28.0
THIRD QUARTILE	40.0	26.0	16.5	17.5	12.5	16.5	15.5	30.0	13.5	-	9.5	38.0	34.0	-	26.0	22.5	36.0	34.0	26.0	50.0
NO. COMPANIES	8	5	6	5	6	2	5	3	5	-	5	5	4	-	8	8	3	3	4	3
NO. EMPLOYEES	8	7	11	11	17	2	16	3	9	-	30	6	13	-	40	22	3	3	6	3

COLORADO SPRINGS, CO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.5	22.7	17.2	17.6	14.8	12.4	12.8	-	15.9	12.2	10.2	37.8	34.5	30.8	26.1	21.2	-	32.3	24.0	-
FIRST QUARTILE	24.5	14.5	11.5	15.5	13.5	11.5	12.5	-	13.5	10.5	9.5	34.0	30.0	28.0	23.5	19.5	-	26.0	21.5	-
MEDIAN	36.0	23.5	16.5	17.5	14.5	11.5	13.5	-	16.5	12.5	10.5	38.0	34.0	30.0	26.0	21.5	-	30.0	24.5	-
THIRD QUARTILE	42.0	30.0	21.5	19.5	18.5	13.5	13.5	-	18.5	13.5	11.5	42.0	38.0	36.0	30.0	22.5	-	36.0	28.0	-
NO. COMPANIES	11	6	9	6	8	5	5	-	4	7	9	8	6	10	9	8	-	5	3	-
NO. EMPLOYEES	11	7	16	19	13	8	7	-	5	28	47	9	11	28	54	20	-	13	13	-

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

DENVER, CO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.0	-	19.7	14.1	-	-	13.0	19.2	16.5	12.8	-	-	36.0	28.4	25.5	-	-	-	-	-
FIRST QUARTILE	34.0	-	18.5	11.5	-	-	11.5	13.5	13.5	10.5	-	-	30.0	26.0	23.5	-	-	-	-	-
MEDIAN	36.0	-	20.5	14.5	-	-	12.5	21.5	13.5	11.5	-	-	36.0	28.0	24.5	-	-	-	-	-
THIRD QUARTILE	50.0	-	21.5	15.5	-	-	13.5	22.5	19.5	15.5	-	-	42.0	32.0	28.0	-	-	-	-	-
NO. COMPANIES	3	-	3	2	-	-	2	3	2	4	-	-	3	2	3	-	-	-	-	-
NO. EMPLOYEES	3	-	6	8	-	-	4	3	2	16	-	-	3	6	11	-	-	-	-	-

EL PASO, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.9	-	20.1	15.0	11.9	14.3	-	16.3	16.8	10.7	10.9	31.2	40.9	26.6	21.2	18.2	-	28.3	20.8	-
FIRST QUARTILE	26.0	-	15.5	12.5	9.5	9.5	-	13.5	14.5	9.5	9.5	30.0	26.0	24.5	18.5	16.5	-	24.5	18.5	-
MEDIAN	30.0	-	19.5	14.5	11.5	11.5	-	13.5	16.5	10.5	11.5	30.0	50.0	26.0	20.5	17.5	-	28.0	18.5	-
THIRD QUARTILE	34.0	-	21.5	17.5	14.5	17.5	-	20.5	19.5	11.5	11.5	32.0	50.0	28.0	24.5	19.5	-	32.0	22.5	-
NO. COMPANIES	12	-	5	9	8	3	-	5	7	9	9	5	4	5	7	7	-	5	3	-
NO. EMPLOYEES	12	-	8	20	35	4	-	5	11	31	24	5	11	7	15	17	-	8	5	-

EUGENE, OR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.3	23.6	21.3	-	13.7	-	15.7	16.5	-	12.4	11.0	28.1	26.9	23.1	23.9	19.1	-	-	-	-
FIRST QUARTILE	28.0	22.5	15.5	-	13.5	-	13.5	14.5	-	9.5	8.5	11.5	24.5	21.5	23.5	16.5	-	-	-	-
MEDIAN	32.0	24.5	22.5	-	13.5	-	15.5	16.5	-	12.5	10.5	34.0	28.0	22.5	23.5	19.5	-	-	-	-
THIRD QUARTILE	38.0	26.0	24.5	-	14.5	-	18.5	16.5	-	13.5	12.5	34.0	28.0	23.5	24.5	21.5	-	-	-	-
NO. COMPANIES	10	9	6	-	6	-	5	4	-	9	7	5	5	2	5	5	-	-	-	-
NO. EMPLOYEES	10	9	8	-	9	-	9	4	-	26	21	8	9	8	17	7	-	-	-	-

LOS ANGELES, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.1	28.0	21.0	18.9	17.0	15.1	15.3	-	16.8	16.3	14.5	40.2	39.7	32.2	29.1	25.3	45.9	35.6	32.0	39.9
FIRST QUARTILE	36.0	24.5	17.5	16.5	15.5	14.5	13.5	-	15.5	14.5	13.5	38.0	34.0	28.0	28.0	22.5	42.0	34.0	30.0	34.0
MEDIAN	46.0	28.0	20.5	18.5	16.5	15.5	15.5	-	17.5	16.5	14.5	40.0	40.0	34.0	30.0	26.0	50.0	36.0	32.0	40.0
THIRD QUARTILE	50.0	32.0	23.5	21.5	18.5	15.5	15.5	-	17.5	17.5	15.5	42.0	46.0	36.0	32.0	28.0	50.0	38.0	34.0	46.0
NO. COMPANIES	28	16	14	15	15	10	18	-	18	18	15	15	13	15	16	18	9	9	8	8
NO. EMPLOYEES	36	36	37	110	107	44	141	-	73	160	277	30	105	174	316	119	16	39	24	8

MODESTO, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.9	-	18.5	-	13.8	-	-	-	-	15.5	15.1	26.6	-	-	-	-	-	-	-	-
FIRST QUARTILE	23.5	-	15.5	-	10.5	-	-	-	-	13.5	12.5	13.5	-	-	-	-	-	-	-	-
MEDIAN	24.5	-	16.5	-	13.5	-	-	-	-	15.5	14.5	24.5	-	-	-	-	-	-	-	-
THIRD QUARTILE	32.0	-	19.5	-	17.5	-	-	-	-	16.5	15.5	30.0	-	-	-	-	-	-	-	-
NO. COMPANIES	6	-	4	-	3	-	-	-	-	3	3	3	-	-	-	-	-	-	-	-
NO. EMPLOYEES	6	-	4	-	3	-	-	-	-	4	12	4	-	-	-	-	-	-	-	-

PHOENIX, AZ

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.8	23.2	18.2	16.8	14.5	14.9	13.9	18.5	14.6	12.8	11.5	38.6	32.8	28.1	24.5	20.3	38.7	30.9	27.6	37.1
FIRST QUARTILE	28.0	18.5	16.5	14.5	12.5	12.5	12.5	16.5	13.5	11.5	10.5	36.0	30.0	26.0	23.5	19.5	36.0	28.0	26.0	28.0
MEDIAN	34.0	21.5	17.5	15.5	14.5	15.5	13.5	17.5	14.5	12.5	10.5	38.0	32.0	28.0	24.5	19.5	38.0	30.0	28.0	38.0
THIRD QUARTILE	38.0	26.0	19.5	16.5	15.5	16.5	14.5	21.5	15.5	13.5	12.5	42.0	34.0	30.0	26.0	20.5	42.0	34.0	30.0	40.0
NO. COMPANIES	20	9	13	17	17	11	12	13	14	22	22	12	13	16	18	19	10	11	11	8
NO. EMPLOYEES	27	38	55	74	55	38	57	24	50	313	116	27	128	156	213	92	11	45	34	8

PORTLAND, OR

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.5	23.0	18.3	15.7	14.3	13.5	16.8	19.1	14.3	12.6	10.9	37.0	29.8	27.9	23.8	18.8	34.8	28.4	-	-
FIRST QUARTILE	30.0	18.5	17.5	13.5	12.5	10.5	13.5	17.5	12.5	11.5	9.5	32.0	28.0	26.0	19.5	17.5	34.0	24.5	-	-
MEDIAN	32.0	23.5	18.5	15.5	14.5	12.5	15.5	17.5	14.5	12.5	10.5	34.0	28.0	26.0	24.5	18.5	34.0	26.0	-	-
THIRD QUARTILE	36.0	26.0	20.5	17.5	15.5	14.5	21.5	20.5	15.5	13.5	11.5	40.0	30.0	30.0	28.0	20.5	36.0	32.0	-	-
NO. COMPANIES	23	10	9	10	12	4	5	16	11	23	12	8	8	12	20	11	5	4	-	-
NO. EMPLOYEES	23	11	13	26	24	4	5	20	17	75	65	8	23	28	51	24	5	7	-	-

SALEM AREA, OR

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	29.6	23.5	17.4	17.0	13.4	14.9	12.9	-	14.3	11.5	11.3	31.1	-	25.5	20.3	19.0	-	29.7	24.9	38.0
FIRST QUARTILE	26.0	21.5	15.5	15.5	12.5	13.5	11.5	-	12.5	10.5	10.5	26.0	-	24.5	17.5	17.5	-	26.0	21.5	34.0
MEDIAN	26.0	23.5	18.5	18.5	13.5	15.5	12.5	-	14.5	11.5	11.5	34.0	-	26.0	18.5	18.5	-	30.0	23.5	34.0
THIRD QUARTILE	34.0	26.0	18.5	18.5	14.5	15.5	13.5	-	14.5	12.5	12.5	34.0	-	28.0	22.5	19.5	-	32.0	28.0	42.0
NO. COMPANIES	13	8	10	6	10	3	4	-	5	13	10	4	-	9	8	10	-	7	5	2
NO. EMPLOYEES	28	22	38	38	39	16	8	-	12	231	211	15	-	105	85	95	-	30	8	2

SALT LAKE CITY, UT

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	24.1	17.8	16.9	13.2	12.5	13.1	17.1	13.5	11.7	10.6	36.7	31.2	29.5	26.9	21.5	38.8	31.7	29.2	38.9
FIRST QUARTILE	30.0	19.5	16.5	14.5	11.5	11.5	11.5	13.5	11.5	10.5	9.5	32.0	28.0	26.0	23.5	20.5	36.0	28.0	23.5	32.0
MEDIAN	32.0	23.5	17.5	16.5	13.5	12.5	12.5	16.5	12.5	11.5	10.5	36.0	32.0	30.0	26.0	21.5	36.0	30.0	28.0	42.0
THIRD QUARTILE	38.0	28.0	19.5	17.5	14.5	13.5	13.5	19.5	14.5	12.5	11.5	40.0	34.0	30.0	30.0	23.5	42.0	36.0	36.0	44.0
NO. COMPANIES	16	13	12	12	12	8	8	11	6	15	13	14	12	15	16	13	8	11	8	7
NO. EMPLOYEES	21	30	71	46	105	40	60	28	30	251	171	27	103	187	231	137	10	41	32	7

SAN FRANCISCO, CA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.3	24.2	19.9	18.7	15.6	19.0	16.8	-	16.6	15.4	15.6	40.5	35.6	35.5	25.1	25.9	-	39.1	-	-
FIRST QUARTILE	34.0	19.5	17.5	15.5	13.5	17.5	13.5	-	13.5	14.5	13.5	34.0	30.0	32.0	22.5	22.5	-	36.0	-	-
MEDIAN	40.0	22.5	18.5	16.5	15.5	17.5	15.5	-	15.5	15.5	14.5	42.0	36.0	36.0	26.0	24.5	-	42.0	-	-
THIRD QUARTILE	50.0	30.0	21.5	22.5	16.5	19.5	20.5	-	17.5	16.5	17.5	44.0	38.0	40.0	28.0	28.0	-	42.0	-	-
NO. COMPANIES	16	9	11	12	10	3	7	-	11	15	13	8	11	11	13	7	-	4	-	-
NO. EMPLOYEES	18	15	25	44	20	4	10	-	22	37	63	12	22	25	25	30	-	7	-	-

SAN JOSE, CA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	27.3	21.4	20.2	17.4	19.4	22.5	22.4	18.5	15.3	13.7	44.5	35.5	32.5	27.7	24.1	-	36.0	-	-
FIRST QUARTILE	34.0	22.5	19.5	17.5	14.5	16.5	21.5	17.5	15.5	13.5	13.5	40.0	32.0	28.0	24.5	22.5	-	34.0	-	-
MEDIAN	38.0	30.0	20.5	22.5	15.5	18.5	23.5	23.5	15.5	14.5	13.5	44.0	38.0	32.0	28.0	26.0	-	36.0	-	-
THIRD QUARTILE	40.0	30.0	22.5	22.5	20.5	22.5	23.5	26.0	23.5	15.5	16.5	50.0	38.0	36.0	32.0	26.0	-	40.0	-	-
NO. COMPANIES	7	4	7	7	7	4	2	4	4	8	5	6	3	8	6	4	-	5	-	-
NO. EMPLOYEES	8	7	16	24	16	8	6	6	6	23	11	11	11	31	33	19	-	14	-	-

SEATTLE, WA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	23.7	18.0	15.7	14.6	12.8	13.0	17.5	15.4	-	13.2	33.1	33.7	29.8	24.8	20.8	34.5	30.7	26.1	34.7
FIRST QUARTILE	26.0	19.5	16.5	14.5	13.5	10.5	10.5	14.5	13.5	-	10.5	30.0	32.0	28.0	22.5	19.5	30.0	28.0	24.5	28.0
MEDIAN	30.0	23.5	18.5	15.5	13.5	12.5	12.5	17.5	14.5	-	12.5	36.0	34.0	30.0	26.0	20.5	32.0	32.0	26.0	36.0
THIRD QUARTILE	38.0	26.0	20.5	16.5	15.5	14.5	15.5	17.5	17.5	-	14.5	38.0	36.0	32.0	26.0	22.5	36.0	32.0	28.0	40.0
NO. COMPANIES	12	10	11	15	10	4	7	9	7	-	9	5	7	7	15	11	4	3	4	3
NO. EMPLOYEES	12	16	15	23	22	6	15	14	13	-	67	5	30	24	31	38	4	6	7	3

SPOKANE, WA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	27.8	21.2	20.4	16.4	13.6	12.0	17.8	19.8	14.5	14.0	10.0	24.5	29.4	24.3	20.8	16.6	-	-	-	-
FIRST QUARTILE	26.0	19.5	19.5	11.5	12.5	10.5	13.5	18.5	13.5	10.5	9.5	19.5	26.0	21.5	17.5	14.5	-	-	-	-
MEDIAN	28.0	22.5	20.5	18.5	13.5	10.5	19.5	18.5	14.5	12.5	9.5	20.5	30.0	26.0	19.5	16.5	-	-	-	-
THIRD QUARTILE	30.0	23.5	20.5	20.5	14.5	13.5	20.5	20.5	15.5	20.5	10.5	28.0	34.0	28.0	23.5	17.5	-	-	-	-
NO. COMPANIES	13	5	5	9	7	2	3	4	5	14	10	4	3	4	7	11	-	-	-	-
NO. EMPLOYEES	14	6	5	17	13	2	3	4	6	34	15	4	6	10	20	20	-	-	-	-

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATONS PROGRAMMING	PROJECT LEADER Lead Programmer/Analyst	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

STOCKTON, CA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	28.5	23.1	16.1	16.3	14.6	14.5	13.8	18.1	-	13.2	11.1	33.5	33.6	29.9	26.3	22.8	30.5	27.6	-	-
FIRST QUARTILE	23.5	17.5	14.5	12.5	11.5	11.5	11.5	14.5	-	11.5	10.5	30.0	30.0	26.0	21.5	17.5	17.5	24.5	-	-
MEDIAN	26.0	19.5	15.5	15.5	14.5	14.5	13.5	18.5	-	12.5	10.5	36.0	34.0	30.0	24.5	23.5	34.0	26.0	-	-
THIRD QUARTILE	32.0	30.0	17.5	19.5	16.5	15.5	15.5	20.5	-	14.5	11.5	38.0	36.0	34.0	32.0	28.0	40.0	30.0	-	-
NO. COMPANIES	16	10	11	13	13	2	7	9	-	16	12	7	3	7	9	7	3	2	-	-
NO. EMPLOYEES	16	11	12	21	31	4	10	11	-	52	60	7	5	13	27	13	3	4	-	-

TACOMA, WA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.9	21.8	-	18.0	14.1	17.0	-	28.0	-	-	-	-	-	28.4	23.5	17.8	35.0	31.0	25.8	33.0
FIRST QUARTILE	19.5	17.5	-	13.5	11.5	13.5	-	26.0	-	-	-	-	-	26.0	21.5	16.5	32.0	30.0	23.5	32.0
MEDIAN	32.0	17.5	-	19.5	13.5	13.5	-	26.0	-	-	-	-	-	28.0	22.5	17.5	32.0	30.0	26.0	32.0
THIRD QUARTILE	36.0	26.0	-	21.5	14.5	20.5	-	30.0	-	-	-	-	-	30.0	26.0	18.5	38.0	32.0	28.0	34.0
NO. COMPANIES	4	2	-	3	4	2	-	2	-	-	-	-	-	3	4	2	2	2	2	2
NO. EMPLOYEES	4	2	-	6	12	2	-	2	-	-	-	-	-	11	17	12	2	2	5	2

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